



PHILOSOPHY AND GUIDELINES

MGFA / 612 Fastpitch Mission and Vision Statements

Mission

612 Fastpitch Mission: To provide all young people from Minneapolis fastpitch softball opportunities that match their skill level in a safe and organized environment while teaching sportsmanship, teamwork, discipline and love of the game

Vision

612 Fastpitch Vision: To be the premier fastpitch softball organization for all athletes in Minneapolis

TABLE OF CONTENTS

SECTION 1.

Program Philosophy, Objectives, Policies, and Registration

- | | |
|---|--------|
| 1. Program Philosophy and Objectives | Page 4 |
| 2. Program Grade and Residency Requirements | Page 4 |
| 3. Registration Process | Page 5 |

SECTION 2.

Program Policies and Guidelines

- | | |
|---|---------|
| 1. Player Selection Guidelines | Page 5 |
| 2. Coach Selection Guidelines | Page 8 |
| 3. Teams Tournament Entries | Page 9 |
| 4. Program Sponsored Tournaments | Page 9 |
| 5. Coach, Player, & Parent Disqualification Process | Page 10 |
| 6. Recreational Tournament Teams | Page 10 |

SECTION 3.

Appendix

- | | |
|---|---------|
| 1. Program Parent and Player Agreement Form | Page 11 |
| 2. Program Coach's Agreement Form | Page 12 |
| 3. Board Member Code of Conduct | Page 13 |

SECTION 1: PROGRAM PHILOSOPHY, OBJECTIVES, POLICIES, AND GUIDELINES

1. PROGRAM PHILOSOPHY AND OBJECTIVES

The Philosophy and Objectives set forth herein apply to all 612 Fastpitch programs. 612 Fastpitch. 612 Fastpitch and MGFA are used interchangeably in this document.

PHILOSOPHY

- Emphasis should be placed on learning how to play the game rather than the final score of the game. Winning is found in the progress made toward individual and team goals, not in the win/loss record of a team. Emphasis will be placed upon teamwork, hard work, and good sportsmanship as qualities of successful teams and individuals.
- Coaches, managers, and parents involved with the 612 Fastpitch Program are expected to be good role models and set high standards of conduct for the players. Players are expected to follow this example by exhibiting good sportsmanship, conduct, and citizenship. The attributes of self-confidence, self-control, self-discipline, and self-motivation learned through a quality fastpitch program will positively influence individuals in all aspects of their lives.
- The 612 Fastpitch Program is designed to positively develop total individuals (not just athletes) with emphasis placed on skill development, teamwork, self-confidence, self-esteem, and personal growth, not necessarily in that order.

OBJECTIVES

- Run a quality youth fastpitch program for athletes in Minneapolis
- Provide opportunities for athletes to participate in a program at a level commensurate with their ability.
- Promote fastpitch softball excellence while emphasizing good sportsmanship.
- Provide the best coaching and training facilities attainable
- Work to obtain financial and other forms of support from state and local organizations in effort to attain the highest quality programs possible, particularly for athletes that may not otherwise have high quality opportunities to engage in fastpitch softball programs.

2. PROGRAM AGE AND RESIDENCY REQUIREMENTS

A. RESIDENCY REQUIREMENTS

- Athletes who attend school within the Minneapolis School District.
- Athletes who live within the Minneapolis School District
- Athletes who have a parent or guardian residing within the Minneapolis School District

B. RESIDENCY EXCEPTION

Exceptions will be made in the best interest of the club as approved by the Board.

C. AGE REQUIREMENTS

- The ages of players are determined in accordance with the rules and regulations of the association administering the league. 612 Fastpitch will be participants of the Minnesota Softball/Big West. For purposes of team placement for a year will be based upon her age as of December 31st of the prior year. For purposes of team placement for Fall League, a player's age as of December 31st of the current year will determine team placement.

D. CONFLICTING PROGRAMS

- With the exception of school programs, players must not be a member of any softball program in which their participation conflicts with the 612 Fastpitch Program.

3. REGISTRATION PROCESS

A. REGISTRATION FORM

- Registration Information collected is to be approved by the 612 Fastpitch Board of Directors
- Any modifications to the registration information collected must be approved by the 612 Fastpitch Board of Directors.

B. WITHDRAWAL FROM THE CLUB 612 PROGRAM

- If a player withdraws from the 612 Fastpitch Program prior to evaluations they may receive a 100% refund.
- Any refund request made after evaluations have begun, will be considered and determined by the board on a case-by-case basis.

C. FINANCIAL ASSISTANCE

- The 612 Fastpitch offers confidential financial aid to its programs upon request and is limited by the 612 Fastpitch's financial ability to provide such aid.
- Information on the financial aid program can be obtained online or by contacting the 612 Fastpitch President.
- Parent/Guardian Coaches and MGFA board members will be allowed a reduction in fees for their child playing 612 Fastpitch softball. Each credit is worth a 50% reduction towards their child's entry fee for the season that the parent/guardian is coaching, or an MGFA member is serving on the board.
 - The credits are for *head* coaches or members of the MGFA board only.
 - Coaching credits and MGFA board credits can be combined.
- The fee for-an athlete playing from North Minneapolis as defined by the Player Selection Committee shall not exceed \$50 for fall ball.

SECTION 2

PROGRAM OBJECTIVES, PLAYER SELECTION, AND COACH SELECTION

1. PLAYER SELECTION GUIDELINES

A. NOTIFICATION AND ELIGIBILITY

Players will be notified that a team is being selected. Such notification will include:

- How and when to apply for the team
- When and where the-evaluations will be conducted

612 Fastpitch Players may try out for more than one team providing the player adheres to the following "Move up" policy:

- Petitions to "play up" will occur before the close of registration.
- The player must have played two complete summer seasons at 8U or 2nd year 10-U or older player
- At least 15 players must be participating in the tryout for the "older" team
- The younger player must score as one of the top 4 players in the older age group's tryout
- The younger player must also participate in her current age tryout sessions
- A player may move up in an age group only when it does not impact the ability for 612 Fastpitch to field a team with the younger age players
- The Player Selection Committee agrees that moving the player up would be in the best interests of the program
- All Players and Parents/Guardians must sign the Player Agreement before they are permitted to be evaluated for a team.

B. PARENTS MEETING

- A member of 612 Fastpitch will conduct a meeting with the parents/guardians of all applicants.
- A player's parent or guardian must attend one of the scheduled parent's meetings, or be otherwise properly informed
- Each player and parent must sign the Player/Parent/Guardian Agreement form.
- The meeting will present and discuss information to include the following:
 1. Coaching philosophy of the program
 2. Playing time strategy
 3. Practice and game attendance expectations
 4. Review of Player/Parent/Guardian Agreement form with emphasis on behavior and commitment requirements
 5. A review of decisions that are in the sole discretion of the coaches:
 - a. On field strategy
 - b. Playing time and positions
 - c. Batting order
 - d. Interface with the umpires and officials
 6. A review of shared decisions with parents:
 - a. Whether a player is ready to play after injury or illness
 - b. Substantial difference in costs, number of games, schedule extension, etc.
 - c. Schedule of weekend tournaments, particularly out of town tournaments.
 7. Discuss that all player/parent/guardian issues are to first be addressed directly with the coach. If the parent/player/guardian is dissatisfied with the outcome, the issue may then be brought to the Softball Director and then the 612 Fastpitch President, if necessary.
 8. Review of the player selection and team placement processes
 9. Questions and Answers period

C. PLAYER SELECTION COMMITTEE

- Established and formed by the -Vice-President and Softball Director, coordinated by the Analytics Director and approved by the 612 Fastpitch Board of Directors. The 612 Analytics Director will ensure that the selection process follows the following guidelines:
- Nobody shall serve on the Selection Committee if that person (or spouse/partner) is a coaching applicant for that same age group.
- Nobody shall serve on the Selection Committee if they have a child playing in that same age group.
- All player evaluations will be confidentially compiled and maintained by the Analytics Director:

D. PLAYER SELECTION PROCESS

I. Spring/Summer Season

- In evaluations, players will be evaluated by the Selection Committee in accordance with the criteria set forth in the approved Evaluation Form
- Decisions as to whether players unable to attend tryout (i.e. because of injury, illness, school activity, etc.) may be evaluated by the Selection Committee will be determined on a case-by-case basis.
- A player that becomes eligible based upon the residency requirements after the teams have been selected may be added to a team if the Player Selection Committee and coach of that team agree the player is qualified.
- The Selection Committee reviews all data and will select up to 10 players for each team. Coaches may then choose 2 to 5 additional players from the remaining applicants. Final selections must be approved by the Selection Committee.
- The evaluations sessions are but one of the guides to the Selection Committee's decisions, and do not bind their decision.
- Generally, 11 - 13 players are picked for each team. The final number of players per team is determined by the coach and selection committee.

- No parent/guardian may participate in any aspect of tryouts while their child's age group is being evaluated.
- Coaches /612 Fastpitch representatives will not share tryout scores with anyone, including but not limited to their own child.
- All coaches must accept the players assigned to their teams.
- Teams will roster only those players that have been assigned to their team by the Player Selection Committee, no player may be added to a team without the consent of the Player Selection Committee.
- No player is allowed to participate in either practices or games prior to being assigned to a team

II. **Player Selection Process Fall Ball**

I. **Fall player evaluations will be eliminated in favor of the following:**

- a. Established and formed by the Softball Director and the Vice-President, the board will approve a player selection committee specifically for the Fall Ball season with up to 5 total persons.
- b. Final rosters must be approved by the majority vote of the selection committee. When approving rosters at age groups any committee member or coach with players at that level will abstain from voting on those rosters. Remaining committee members will vote to approve or reject the roster.

II. **Criteria For Roster Placement for Fall Ball**

- a. The selection committee will review a broad set available data at their disposal and form teams on the some or all of the following criteria:
 - i. Last available player evaluation score
 1. Distribution of pitching and catching to ensure complete teams
 - ii. Head coach's evaluations from the last season played
 - iii. Age and experience of the player, with the option to group players by 1st and 2nd-year participants
 - iv. Any available reporting from 612's quality assurance/adopt-A-team members
 - v. Factors specific to Fall ball, including but not limited to:
 1. Mutual "play together" request, which will follow the same protocol as requests in the Spring Season, where players can request to play "down" and not "up" to play with a friend.
 2. Geography
 3. Requests to "play-up"
 - vi. The selection committee retains the right to place players using their knowledge of the game, the players, the competitive landscape, and factors which are in the best interest of the program.

III. **Policies maintained for Fall from the Spring/Summer with revisions to account for the absence of an evaluation**

- a. Players may still petition to "play" up if the following criteria are met:
 - i. The player requesting to play-up must be a 2nd year 10U or an 8U with two full Spring/Summer seasons completed. Petitions to "play up" will occur before the close of registration.
 - ii. There must be a minimum of 15 players registered for the older team
 - iii. The advancement of the player will not impede the organization's ability to field a team at the younger level
 - iv. The Fall Selection Committee retains the right to assign players up if it is in the best interest of the program
- b. Request to change teams (Same Process as Spring/Summer)
 - i. A request to change teams must be made in writing (email is acceptable) to the Softball Director and must set forth the reasons for the request.

- ii. Requests are presented to the Player Selection Committee for a vote of approval or denial.
- iii. The Softball Director relays the result of the vote to the requester and the coach(es) of the affected team(s).
- iv. If necessary, the coach of the team losing a player may select a replacement player from a pool provided by the selection committee. The replacement must be approved by the Player Selection Committee.

IV. Request to Play Together

- a. During the Fall Season players who request to play together are allowed. The organization will make a reasonable attempt, but cannot guarantee accommodation. The requests are mutual and submitted in writing before the close of registration.
- b. In the event players are re-assigned, the only available option is for the higher-placed player to move down

E. PLAYER CONTACT AFTER THE TRYOUTS

- All players who participated in the tryout will be contacted by phone, US Mail or email once final decisions have been made
- A person or persons will be assigned by the Selection Committee to contact the players.
- All players are to be contacted within a determined time period established by the Analytics Director-
- The 612 Analytics Director will follow up with players or parents who request additional information. No information regarding any other player will be shared with another.

F. TEAM PLACEMENT

- The Vice-President, with the approval of the 612 Fastpitch Board of Directors, will make determinations as to the appropriate level of play for each team (A, B, B2 or C) in the team's respective league.

G. PARENTAL/GUARDIAN REQUEST TO CHANGE TEAMS

- A request to change teams must be made in writing (email included) to the Analytics Director-and must set forth the reasons for the request.
- Requests are presented to the Player Selection Committee for a vote of approval or denial.
- The Analytics Director or Vice-President relays the result of the vote to the requester and the coach(es) of the affected team(s).
- If necessary, the coach of the team losing a player may select a replacement player. The player chosen as the replacement must be approved by the Player Selection Committee.

2. COACH SELECTION GUIDELINES

A. COACH SELECTION COMMITTEE

- Committee will include 5 members
 - The Vice President and Softball Director
 - The Committee will include 3 additional members nominated by the Vice President and Softball Director and approved by the Board
- The 612 Fastpitch Vice-President is ultimately responsible for ensuring the selection process follows these guidelines:
 - Nobody shall serve on the Selection Committee if that person (or spouse/partner) is a coaching applicant for that age group.
 - Nobody shall serve on the Selection Committee if they have a child playing in that age group.
 - Coach Selection Committee will identify potential candidates for head coaching positions for all programs, and interview the candidates.

B. COACHING APPLICANTS

- All team coaches shall be or will become members of the MGFA.
- All head coaches must be ACE certified (to include a background check, and SafeSport) before being permitted to coach in any 612 program. All coaches (including assistant coaches) and instructors must also have a background check, complete Safe Sport and have a valid concussion training certificate on file
- Applicants will agree in advance of the team selection process to accept decisions of the Selection

Committee.

C. COACH SELECTION PROCESS

- The Vice-President, or Softball Director will notify potential candidates regarding interest in coaching a team.
- All applicants for Head Coach positions must be interviewed for the position, no matter how many applicants are in the applicant pool.
- Selection criteria for Head Coaches and Assistant Coaches will be based upon (in no particular order):
 - Ability and/or experience working with youth.
 - An understanding of the game of fastpitch softball.
 - Prior Coaching Experience will be considered.
- The Coach Selection Committee may decide to not appoint any of the applicants and recruit an applicant(s) that meets the selection criteria.
- The Coach Selection Committee will vote to determine the pool of coach candidates for each age level. In case of a tie vote, the 612 Fastpitch Softball Director or Vice President will cast the deciding vote.
- Acceptance of the coaching position will be memorialized by the execution of acceptance of the program guidelines and the Coaches Agreement Form.
- Prior 612 Fastpitch coach evaluations will be utilized and considered in the coach selection process.
- The Head coach will submit Assistant coach's names to be considered by the Coaches Selection Committee for approval.
- The 612 Fastpitch Softball Director will be the contact person for any coach applicant requesting information

D. COACH PAYMENT PROCESS

- Maximum aggregate pay for a coaching staff at all ages is -\$1500 for the summer season and-\$600 for the fall season. This payment is all inclusive. The board can approve aggregate amounts in excess of the \$1500/\$600 limits per team when the funding source is board-sanctioned. (Example: Twins Community Fund Coaching Grants)
- Unpaid coaches (up to three per team) and team managers (up to one) will be offered a merchandise selection (not to exceed \$30 in value) as a token of appreciation for their efforts during the summer and/or fall seasons. The Marketing/Communications Director will assemble the merchandise menu and facilitate the selection/distribution process.
- The specific pay for a coach will be agreed to by the Softball Director and Coaches Selection Committee with input from the Treasurer/Finance Director to be sure 612 Fastpitch has the funding available.
- Travel expenses for any coach, up to \$250, can be applied for by any coach to cover the cost of hotels and gas for overnight out of town tournaments.

3. TEAM TOURNAMENT ENTRIES

- Teams may enter into tournaments to enhance player experience.
- Teams may enter a maximum of 6 tournaments per season.
 - Association End-of-Year, State, and National tournaments do not count towards the 6 maximum.
- Accumulative tournament entry fees paid by MFGA may not exceed \$1,100 per team.
- Summer teams may not enter into tournaments after the start date for High School fall sports.
- Any team entering an earned National Tournament will be given \$200 towards fees for that tournament.

4. PROGRAM SPONSORED TOURNAMENTS

- Teams are required to participate in all 612 Fastpitch sponsored tournaments that include the team's age group. Programs may sponsor tournaments within the following guidelines:
- Program Director or representative must:
 - Reserve all fields to be used for the tournament.
 - Enlist all umpires to be used for the tournament, and pay them from tournament proceeds.
 - Enlist field maintenance workers and pay for them from tournament proceeds.
 - Ensure a "Tournament Director" is on site for all games.
 - Tournament Director should be a member of the 612 Fastpitch Board of Directors.
 - **Tournament is a 612 Fastpitch event.**

- The Softball Director should make every attempt to recruit help from all of the members of 612 Fastpitch.
- All proceeds from the tournament are to be given to the Treasurer.

5. COACH, PLAYER, AND PARENT DISQUALIFICATION PROCESS

- A coach, player, or parent who fails to meet the standards set forth in the 612 Player and Parent Agreement may be disqualified from participation in the program.
 - Complaints regarding alleged violations of 612 Fastpitch standards must be made in writing, and sent to the attention of the President. If it is determined that a violation has occurred, the Board of Directors will vote to determine the duration of the disqualification. Information shared with Board members relating to the complaint will be redacted and/or edited to eliminate identification of the complainant.
 - The Board of Directors may invite the subject of the complaint to meet for discussion.
 - The Club president or designee will send a letter to the subject of the complaint informing him/her of actions, if any, taken by the Board of Directors as a consequence of the complaint.
 - The subject of the complaint may apply for readmission after the disqualification period is over.

6. RECREATIONAL TOURNAMENT TEAMS

- The Softball Program Director will collect information from interested participants.
- All players will be assigned to teams by the Softball Director.
- The Head Coach must be a 612 Fastpitch member, assigned by the Softball Director.
- Recreational Tournament team play will not interfere or conflict with any program.
- All Recreational Tournament teams will adhere to a budget set by the 612 Fastpitch Board of Directors.
- Payment must be collected before players can participate in a tournament
- Recreational Tournament teams, players, parents and coaches should follow all other 612 Fastpitch guidelines.

Section 3:

Appendix

**612 FASTPITCH
PARENT/GUARDIAN AND PLAYER AGREEMENT**

Purpose:

In the best interest of all coaches, players, parents, and directors associated with 612 Fastpitch, this agreement shall be signed by all players and parents to demonstrate acknowledgment and agreement with the clubs policies, guidelines, and philosophy.

1. I, parent, and player, agree that the 612 Fastpitch Fastpitch Softball team will be the highest non-school activity I participate in during the season. We understand that failure to attend practices and games because of other activities can result in reduced playing time, and for repeated absences, may result in removal from the team
2. I, parent and player, will not conduct my behavior in such a manner as to be detrimental to the team or individuals on the team. I will be respectful at all times to all team members, coaches, opponents, umpires and all with whom I come in contact with as a representative of 612 Fastpitch. Noncompliance with the 612 Fastpitch policies, procedures and this agreement will not be tolerated.
3. As a player, any violation of the Minnesota State High School Rules (Such as smoking, drinking, fighting, etc.) will present 612 Fastpitch with no option but to enforce the disciplinary actions available to them as per the Minnesota State High School Rules.
4. I, parent and player, acknowledge that 612 Fastpitch policies regarding teams do not require equal playing time for all team members. However, unless under special circumstances, every player will participate in every game.
5. I, parent and player, will appropriately maintain all uniforms and or equipment issued by 612 Fastpitch. I also agree to return all equipment of 612 Fastpitch in full and in the same or similar condition it was in at the time issued. Participants agree that they will be responsible to replace, at their cost, any equipment that is not returned or is returned in an unusable condition, excluding reasonable wear and tear.
6. I, parent and player, understand tryouts / evaluations will be conducted based on the 612 Fastpitch Policy and Guidelines and established criteria. Participants and parents agree in advance to respect the results of these tryouts.
7. I, parent and player, agree to try to resolve all disputes by first discussing the matter directly with the coach at a time that is convenient for all. We also agree to not attempt to discuss disputes with coaches during a game or immediately following a game. If the issues were not addressed to my satisfaction, then I will contact the 612 Fastpitch Softball Director or 612 Club President.
8. I, parent and player, understand that if any of the above guidelines cannot be met or are abused, that disciplinary actions will be taken. These disciplinary actions can include benching, player suspensions, banishing parents from future practices and games, or removal of the player from the 612 Fastpitch Program. It is agreed that, under the established guidelines, what the coach and 612 Fastpitch Board of Directors deems appropriate given each circumstance will be accepted by both the player and the parent.

I, as player ACCEPT and UNDERSTAND these conditions and understand and accept the possible disciplinary actions if they are not followed:

Player (Please Print and Sign)

Date

I, as parent ACCEPT and UNDERSTAND these conditions and understand and accept the possible disciplinary actions if they are not followed:

Parent (Please Print and Sign)

Date

NOTE: This form must be signed prior to tryouts / evaluations for any 612 Fastpitch team. Registration fees must be received prior to tryouts.

**612 FASTPITCH
COACHES' AGREEMENT**

Purpose:

In the best interest of all coaches, players, parents, and directors associated with 612 Fastpitch, this agreement will be signed by all coaches to demonstrate knowledge and acceptance of the club's policies, guidelines, and philosophy.

1. I, as coach, will place emphasis on teamwork, hard work, and good sportsmanship as qualities of successful teams and individuals. Winning is found in the progress made toward individual and team goals, not always in the win/loss record of the team.
2. I, as coach, will be a good role model and set high personal standards of conduct for the players. I understand that I will be expected to exhibit good sportsmanship, conduct, and citizenship. The attributes of self-confidence, self-control, self-discipline, and self-motivation will be taught through coaching.
3. I, as coach, commit to providing the same commitment to our less developed or less skilled players so they too can achieve personal satisfaction and growth through the game of softball.
4. I, as coach, will treat all athletes in the program, no matter what school they attend or neighborhood they are from. I will coach the team in front of me.
5. I, as coach, will support the decisions made by the Player Selection Committee and will roster only those players that have been assigned to my team by the Player Selection Committee.
6. I, as coach, will provide an opportunity for 612 Fastpitch players to play a fair and reasonable amount of time. Unless under special circumstances, every player will participate in every game.
7. I, as a coach, will provide proof that I have completed all appropriate training and certifications as required by MGFA and governing bodies of the sport.
8. 612 Fastpitch Social Media Policy
 - Coaches, club officials and others in positions of trust in any MGFA / 612 Fastpitch program are expected to act responsibly both on and off the field. This includes the use of electronic communications and social media, such as email, texting, chat, posting, on any electronic communications service, social media websites or other websites.
 - Anyone determined to have engaged in inappropriate contact with a youth, as determined by the 612 Fastpitch Board of Directors or an authorized committee of MGFA / 612 Fastpitch whether via electronic communications, on social media or otherwise, can, at the discretion of the board or an authorized committee, be removed from any position within MGFA / 612 Fastpitch.
9. Coaches are responsible for communicating to the Softball Director at any point in the season where they feel participation in the state tournament would be at risk. Any decision to opt-out of the tournament needs to be approved in advance of the tournament by the Softball Director. If the Softball Director is unavailable, the Vice President will make the decision.
10. Coaches are responsible for communicating to the Softball Director at any point in the season when a 612 team earns, is awarded or decides to pursue Nationals Tournament participation. The Softball Director must sign off on any final decision to opt-in or opt-out and must provide the team's coaching staff a board approved set of protocols for the coaches to use when making their decision.

As a Coach, representing the 612 Fastpitch, I agree to follow the above Guidelines, as well other guidelines and standards set forth by the organization. Coaches who fail to meet these standards may be disqualified from participation.

Coach's Name (Please Print)

Phone #:

Coach's Signature

_____/_____/_____
Date

MGFA INC BOARD MEMBER – CODE OF ETHICS AND CONDUCT

I hereby pledge to live up to the following MGFA INC. Board Member Code of Ethics:

1. I will promote a structured, enjoyable and positive softball experience for all participants, in an environment that encourages good sportsmanship, teamwork, and fair play.
2. I will act in the best interest of MGFA INC. and will promote and support its principles by leadership and example.
3. I will maintain and strengthen the trust and confidence in the integrity of MGFA INC. and its members.
4. I will ensure that MGFA INC. uses its resources prudently and in accordance with its bylaws.
5. I will be accountable for my decisions and actions and will consider all issues and their merits equally. I will take into account the views of others, ensure that all members are given sufficient opportunity to express opinions and give due consideration to all opinions. I will respect fellow board members and the role they play, treating them with professional courtesy at all times.
6. I will make decisions based solely in terms of what is in the best interest of the association, and will not act in order to gain any benefit for myself, my family or my friends.
7. I will respect the decisions of the majority.
8. I will respect the confidentiality of sensitive issues.
9. I will not place myself under any obligation, financial or otherwise, to any individual or group that might reasonably be thought to influence me in the performance of my duties as a member of the MGFA INC. Board.
10. I will conduct myself openly and professionally and will be fair, equitable, considerate and honest in the course of conducting board matters.
11. I will commit the time to attend meetings and to be diligent in preparation for and participation in discussions.
12. Failure to adhere to the above code of conduct may result in penalties prescribed by the Board of Directors under its current bylaws and are subject to removal Board Members shall be subject to removal at any time by the affirmative vote of at least two-thirds (67%) of the whole board