



**MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF PENSACOLA
AND
YOUTH SPORTS PROVIDER: Southern Youth Sports Assoc.**

The City of Pensacola ("City") through its Parks and Recreation Department wishes to encourage the development of youth and to facilitate participation of Pensacola youth in sports activities. The City enters into this Memorandum of Understanding ("MOU") with the Youth Sports Provider listed above ("YSP") to establish the responsibilities of both parties and to establish clear terms as to the use of City owned facilities by the YSP.

DEFINITIONS

A. "Youth Sports Provider" for purposes of this MOU is defined as a non-profit or not-for-profit organization dedicated to youth development in the City of Pensacola through team participation in organized sport activities.

B. "Primary Facilities" for purposes of this MOU are as follows:

Legion Field
Magee Field
Roger Scott Park
Malcolm Yonge
Hitzman Park
Terry Wayne East Park
Bill Gregory Park
Lions Park
Vickrey Resource Center
Cobb Resource Center
Fricker Resource Center
Woodland Heights Resource Center
Theophalis May Resource Center
Gull Point Resource Center

YOUTH SPORTS PROVIDER

Youth Sports Provider agrees:

- I. To provide the following documents to the City via the Parks and Recreation Athletics Superintendent:
 - A) A current list of all staff, volunteers, board members and coaches prior to the start of the program. Changes must be provided to the City in an updated list throughout the term of his Agreement.
 - B) A complete schedule showing specific dates, times, and field locations for each practice and league games prior to the start of any team practices or league play.
 - C) A copy of the Youth Service Provider's By-Laws, Constitution, Standard Operation Procedures, and Disciplinary Guidelines.
 - D) Proof of commercial general liability insurance with a minimum liability limit of \$1,000,000 per occurrence and in the aggregate. The City of Pensacola must also be listed as an "additional insured" on the policy. Certificate holder shall read -- City of Pensacola, c/o Parks and Recreation Department, P.O. Box 12910, Pensacola, FL 32521.
 - E) A list of board members with phone numbers, e-mail addresses, and physical addresses to the Parks and Recreation Department, within 14 days of the occurrence of such board meetings.
 - F) A copy of an annual audit upon request.

- II. The YSP must notify the Parks and Recreation Department via the Parks and Recreation Athletics Superintendent of all of the following within the time frames specified:
 - A) Immediately upon a change in leadership within the Youth Sports Provider organization. This will require a new MOU be executed by the new President and Vice President.
 - B) All Board Meetings at least 48 hours in advance of scheduled board meetings.
 - C) Any accidents/incidents that require medical attention or when public safety personnel were called to assist with a situation no later than 12 pm of the next business day. The notification must include the specific location, date and time of the incident; the name of the persons involved; and a description of the incident.
 - D) Damaged or unsafe City property must be reported immediately. This includes fields, buildings, bleachers, press boxes, parking lots, fences, goals, goal posts, dugouts, scoreboards, bases, benches, sidewalks, restrooms, concession equipment, trees, etc.
 - E) Additional use of facilities/program space requests must be in writing a minimum of 10 working days prior and additional fees will apply.

- F) Request in writing, through the Parks and Recreation Department, Attention: Athletic Superintendent and obtain permission of the City prior to bringing a mobile concession or merchandise vendor into a City park, facility, or sports complex.

III. The Youth Sports Provider shall ensure that:

- A) All equipment necessary to conduct a quality program is provided.
- B) After each use of a facility, all trash from the grounds is placed in a City provided receptacle.
- C) Restrooms are monitored and basic cleaning and restocking throughout the day, occurs as needed.
- D) It adheres to all facility operating hours and closures during severe weather, due to repairs, renovations or holidays.
- E) It has conducted all background checks and other requirements in accordance with Florida Statutes, in particular FS 943.0438, and that all requirements have been timely and properly enforced. In addition, while engaging in activities upon City property and City owned facilities, the YSP shall not employ or utilize the volunteer services of any person who has been convicted of or pled guilty or nolo contendere to or has had an adjudication withheld of any of the following charges: A sexual offense, child abuse, contributing to delinquency of a minor, or abuse of an elderly or vulnerable person.
- F) Policies are in place and are enforced to ensure there is no discrimination to YSP youth participants, their families, caretakers, guardians or observers based upon race, creed, religion, national origin, disability or sex.
- G) The City of Pensacola is named as a partner at all its events, contests, programs, etc., and includes the City of Pensacola Parks and Recreation Department logo on all publications, flyers, and promotional materials. This information must be received for review by the City of Pensacola Parks and Recreation Athletic Supervisor no less than sixty (60) days prior to the start of the program. Any additional requests for informative advertisements must be approved in advance and in writing by the City.
- H) A fee of 25% of all moneys collected from additional fee-based tournaments, clinics, events, etc. outside of the normal sport season, must be submitted to the City of Pensacola's Parks and Recreation Department no later than ten (10) days after the tournament, clinic, event, etc.
- I) A fee of \$10.00, if fees are collected, for every registered child is paid to the City prior to City facility use.
- J) It pays for any requested facility maintenance, which occurs outside the normal weekday operating hours for City custodial staff or ballfield maintenance staff.
- K) It contracts for all outside labor needed to conduct the youth sports activity, including game officials, clinicians, concessionaires, etc.
- L) A pre-season inspection of all City owned assets, including fields, buildings, bleachers, press boxes, parking lots, fences, goals, goal posts, dugouts, scoreboards, bases, benches, sidewalks, restrooms, concession equipment, trees, etc. is conducted with the Parks and Recreation Department Athletic Superintendent.

- M) It provides its own concessionaire and that the Youth Sports Provider/Concessionaire will be responsible for all cleaning, inspections, permitting, licensing, and taxes.
- N) Utilities are turned off after each session at each location. Failure to do so more than twice in one season may require the Youth Sports Provider to pay for a staff person to make nightly rounds to provide such service.
- O) It is responsible for obtaining and paying for portable restrooms at other locations if desired at any City locations, and that all locations, especially practice locations, may not have restroom facilities.
- P) It will add the City of Pensacola to its Hold Harmless Agreement included as part of the league registration and provide to the City upon request.
- Q) The Youth Sports Provider shall keep accurate records and accounts in accordance with the terms and conditions of this Agreement and upon request by the City shall provide those records for an audit to be made related to the calculation of the amounts payable to the City.

CITY OF PENSACOLA

The City of Pensacola agrees:

- I. To provide the following to the Youth Sports Provider:
 - A) Field space to adequately manage the youth sport being offered. However, as continuous growth may impact the City's ability to offer additional space, therefore, growth must be managed and coordinated with the City.
 - B) Clean, stocked restrooms at the start of each day that activities are scheduled. All locations, especially practice locations, may not have restroom facilities. The Youth Sports Program will be responsible for obtaining and paying for portable restrooms at other locations if desired.
 - C) Provide sports field lining for all scheduled games. Practice fields may be lined by the Youth Sports Provider; however, this needs to be coordinated with the Parks and Recreation Department Athletic Superintendent in advance to avoid potential conflicts.
 - D) Turf and pest management for all game playing surfaces and pest management on practice surfaces.
 - E) Mowing for all practice locations.
 - F) Inspect all City owned assets prior to each season.
 - G) Concession space at the primary game location. All locations, especially practice locations, may not have concession facilities.
 - H) Routine maintenance to all City owned assets.
 - I) Make repairs in a timely manner as needed to all City owned assets.
 - J) Water, trash pickup, and utilities for the primary facility.
 - K) Practice facilities will only receive trash pickup.

POINTS OF CONTACT

A. Primary Youth Sports Provider

Point of Contact: Tammie May
Address: 1320 W. Gregory St.
Pensacola, Florida
Cell phone: 850-777-0165
Email: may_t@bellsouth.net

Secondary Youth Sports Provider

Point of Contact: Raymond Palmer
Address: 1320 W. Gregory St.
Pensacola, Florida
Cell phone: 850-221-3889
Email: rdp4gators@aol.com

B. City of Pensacola Parks and Recreation Department

Superintendent Cheryl Fox
222 W. Main Street
Pensacola, Florida 32502
(850) 436-5670

HOLD HARMLESS

- A. The "Responsible Party" agrees to fully indemnify, defend and save harmless, the City of Pensacola, its officers, agents, employees and volunteers from and against all actions, damages, costs, liabilities, claims, losses, judgments, penalties fees, and expenses of every type and description, including, but not limited to, any fees and/or costs reasonably incurred by the City of Pensacola caused by or result from any negligent act or omission or willful misconduct of the Responsible Party in connection with its use of the City of Pensacola Facility. This shall be a continuing release and shall remain in effect until revoked in writing.
- B. Youth Sports Provider will add the City of Pensacola to its Hold Harmless Agreement included as part of the league registration and provide to the City upon request.


CANCELLATION

This agreement may be cancelled upon thirty (30) days written notice by either party upon delivery to the other party. This MOU can be canceled immediately upon notice in writing to the YSP by the City based upon, but not limited to the following: fraud, lack of compliance with applicable rules, regulations, an ordinance, failure to remit proper payment, and failure to perform in a timely manner any provision of this agreement.

EFFECTIVE DATE

This agreement shall take effect upon date of signing and shall remain in full force and effect until the end of calendar year 2021.

CITY OF PENSACOLA

By: 
Mayor

Kerrith Fiddler
OU=Office of the Mayor, O=City
of Pensacola, CN=Kerrith Fiddler,
E=kfiddler@cityofpensacola.com
your signing location here
2021-01-21 14:59:35

Attest:

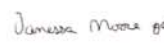

City Clerk

 (Seal)

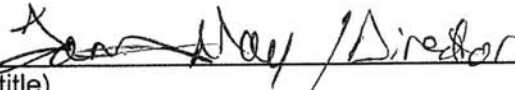
Approved as to content:


Parks and Recreation Director


Approved as to form and execution:


Vanessa Moore
Assistant City Attorney
2021-01-07 14:45:07
City Attorney


YSP

By: 
(title)

Witnesses:



Signature


Print


Signature


Print

MEMORANDUM

TO: Grover Robinson, IV, Mayor
FROM: Brian Cooper, Parks and Recreation Director 
SUBJECT: Southern Youth Sports Association
DATE: January 13, 2021

The City would like to renew our Memorandum of Understanding with Southern Youth Sports Association to provide academic, social, and physical programs through sports. Southern Youth Sports Association will pay the City \$10.00 per child and 25% of fees collected from tournaments, clinics, etc. The City will provide field maintenance, clean restrooms, water, trash pickup, and utilities. The MOU expires on December 31, 2021.



**Southern Youth Sports
Association (SYSA)**

**POLICIES & PROCEDURES
MANUAL**

TABLE OF CONTENTS

MISSION STATEMENT...	pg. 3
OBJECTIVES.....	pg. 3
PHILOSOPHY OF YOUTH SPORTS.....	pg. 3
FAIR PLAY CONCEPTS.....	pg. 4
CREATING A PROTECTIVE SHIELD.....	pg. 5
GENERAL POLICIES.....	pgs. 5-9
A. Participation	
B. Sign-ups	
C. Creating Balanced Teams	
D. Team Formation Process	
E. Practice and Game Schedules	
F. Game Cancellations	
G. Locations	
H. League Rules	
I. Payments	
J. Insurance	
K. Medical Emergencies	
L. Photos	
M. Trophies	
N. Fundraising	
O. Selection of Volunteer Coaches	
P. Grievances	
Q. Protests	
R. Zero Tolerance Policy	
S. Safety	
T. Weather	
U. Alcoholic beverages	
 PARTICIPANT SECTION.....	 pgs. 10-12
a. Responsibilities and Expectations	
b. Players Code of Ethics	
c. Corrective Action Policy	
 PARENTS SECTION.....	 pgs. 13-20
a. Youth Sports Parent	
b. Important Don'ts for Parents	
c. Guidelines for Supportive Parents	
d. Responsibilities and Expectations	
e. Parents Code of Ethics	
f. Corrective Action Policy	
g. Complaint against a coach procedure	
h. Coaching expectations	
 APPENDIX.....	 pgs. 21-24
a. Accident Report Form	
b. Coaches Evaluations	

Participation in youth sports plays a valuable role in the development of children. Aspects of teamwork, dedication, discipline, physical fitness, self-esteem, and fair play all contribute to the overall growth and maturation of young people. The SYSA takes this responsibility seriously and strives to offer quality programs which will aid in this development.

This handbook is presented to serve as a reference for you, as a parent or coach, so you will understand the philosophies of this organization regarding youth sports and allow you to do your part to make each program a success.

I look forward to your involvement with the SYSA.

Sincerely,

SYSA Board of Directors

MISSION STATEMENT

The mission of the SYSA is to respond to the academic, social and physical needs of each child through the appropriate involvement of community, youth and staff. We are committed to the development of the full potential of each child. Our programs and activities focus on the development of responsibility, cooperation and acceptance.

OBJECTIVES

The objectives of the SYSA are as follows:

- To offer these programs to fulfill the recreation needs and wants as a service to the community.
- To offer an equal amount of participation opportunities to both young men and women regardless of race, creed, religion, or socio-economic status.
- *To make these programs safe and enjoyable in an atmosphere that promotes learning and participation first and competition second.*
- To have the best possible people volunteer as coaches and to thoroughly train them to do the best that they can.
- *To demand from our coaches that those who need the most assistance are given it, rather than those who are already advanced.*
- To expect that good sportsmanship and fair play are standard behaviors.
- To demand from our parents to respect our volunteer coaches by being supportive of their coaching strategies and philosophies.
- To ensure that the child's participation in youth sports is a positive and worthwhile experience.

PHILOSOPHY OF YOUTH SPORTS

The SYSA fervently believes in the benefits of participation in organized youth sports. Participation in sports has proven to build self-esteem, promote teamwork, develop the body as well as the mind, and is an integral part of the maturation process. Therefore, the goal of the SYSA is to provide programs and services to young people of all backgrounds that will build the foundation for them to grow up healthy, competent, and caring individuals in our community. In order to operate successful youth sports programs; we will enforce the following five philosophies:

- **Everyone plays:** Our program goal is for kids to play. We mandate that every player on every team must play at least half of every game.
- **Balanced Teams:** Each year we form new teams as evenly balanced as possible because it is fair and more fun when teams of equal ability play.
- **Open Registration:** Our program is open to ALL children between the ages of 5-15.
- **Positive coaching:** Encouragement of player effort provides for greater enjoyment by the players and ultimately leads to better skilled and better motivated players.
- **Good Sportsmanship:** We strive to create a positive environment based on mutual respect rather than a win-at-all costs attitude. Our program is designed to instill good sportsmanship.

FAIR PLAY CONCEPTS

Playing sports can be an exciting and enjoyable struggle, both with you and others. The feelings of being excited and having fun are closely tied to your attitudes-what you think and feel about the game, the other team, and yourself. Top athletes have a set of attitudes that we call "fair play". But what exactly is fair play? Here are some of the key points.

Respect for the Other Team

You need the other team. Without the other team you can't play. So you need to show respect for the other players by treating them as needed partners, not as enemies. When you play against a good, strong team that you respect, you usually play a better game.

Respect for Yourself

We know that how people look at things influences what they do. So, if you think of yourself as a good player, as an important part of the team, you are more likely to play like one-to set goals for yourself, practice on your own, and perform well in games. Fair play means that you believe in yourself and see yourself as important in some things, not everything.

Cooperation with Officials

The rules of the game help you play the game better. Fair play means that you go along with the rules and cooperate with the referees, who are there for one main purpose-to make sure the game, is played better. If you are really honest with yourself and with the referees, you'll usually get more out of the game.

Getting involved

A good player wants to get into the game but also wants others to play. Fair play means you defend the right to play both for yourself and for others.

Building the Team

To be a good team member, you need to get to know all of your teammates and the coach and to let them get to know you. We are all different in ability and in skills. Fair play is listening to each other, sharing ideas and feelings, and helping each other increase strengths and reach goals.

Sticking Up for What You Believe

If you believe in fair play and stick up for it, you will be respected. It means taking a stand in favor of the things listed above. It means letting others know that you value your teammates, the other team, yourself, and the rules of the game. We all like to win but it shouldn't be at the cost of giving up what we believe in.

CREATING THE PROTECTIVE SHIELD

This youth sports program exists to help children in the development of positive life skills and self-concepts. Our goal is to provide safe, enjoyable recreation opportunities for participants.

We are against any forms of abuse or maltreatment of children in youth sports. We each have a responsibility to do what we can to prevent any and all forms of child abuse.

We intend to take reasonable and intentional action to protect participants from any form of abuse or maltreatment and to deal with any transgressions in a timely and appropriate manner.

The SYSA uses all reasonable efforts to screen employees, and/or volunteers in order to avoid instances where young athletes may be endangered, neglected, or abused.

Although no organization can make every participant 100% safe from all forms of abuse, through screening, training, supervision, and steps to create a healthy environment for children to thrive in youth sports, we are taking critical steps toward protecting all of our participants. *It is our mission to teach the basic skills which young people need to play sports in a safe and nurturing environment, where all children get an equal chance to play regardless of play level.*

Every child in our leagues has the right to have fun while participating in our program.

We will not tolerate any abusive behaviors that may jeopardize a child's well-being.

Adopted from the National Alliance for Youth Sports Child Abuse and Youth Sports: A Comprehensive Risk Management Program

GENERAL POLICIES

Participation

- Most SYSA programs are participatory in nature and do not require participants to try-out to participate. All sports will emphasize the pleasure of skill development and physical fitness and avoid preoccupation with winning and perfectionism.
- Where equal and separate programs do not exist, girls and boys will be granted an equal opportunity to participate.
- Each child should receive playing time as described in individual sports rules. Every player participates for a significant period of time in every game or practice.

Sign-Ups

1. Every sports league program has registration deadlines and unique rules on how the SYSA must assemble teams. The SYSA will establish sign-up periods for each sport and will allow enough advance time for complete teams to be assembled before league registration deadlines.
2. **Team Requests** - The SYSA realizes requesting certain teams for reasons of transportation, child care, friends, etc., would be appreciated by parents. **However, we do not honor special requests.** We are dedicated to the Player Rating System and making teams as BALANCED as possible.
3. Because of team size restrictions, signing up does not guarantee a position on a team roster. Therefore, the SYSA takes sign-ups on a *first-come, first-serve basis*. Reasonable efforts will be made to create additional teams when available teams are over-enrolled.
4. Team Size
 - A. The SYSA establishes minimum team sizes for each sport based upon experience. This is done to reduce forfeited games and to assure that players have reasonable rest breaks that the Department would expect for that sport.
 - B. The SYSA establishes maximum team sizes for each sport based upon experience. This is done to assure reasonable levels of playing time for each registered player and to assure that each has the opportunity to receive appropriate amounts of direction from the coaches.
 - C. The SYSA, from time to time, will approve minor changes to the minimum or maximum team sizes to deal with unique circumstances that may arise. The Department may consult a coach if we are considering making changes.
5. The SYSA will not allow a child to move up to an older age division, unless the younger division has an abundance of players and the older division is short of players. A child moving up must have played at least one year in the league they wish to move up from. If there is a special request to move a player up, the program coordinator will consider the request. The program coordinator will make the final decision after the supervisor confers with the player's past coach(es) and future coach(es).

Creating Balanced Teams

Attention Parents / Guardians & Coaches: Please note, before you register a participant for this program, that the SYSA utilizes a 'Draft' system to ensure parity of teams. *Only the HEAD coach's son/daughter is guaranteed a slot on the team he/she is coaching. Any siblings will also be guaranteed a spot on the team as well.* We cannot accept requests or guarantee a specific coach, team or any other player in the league since this would take away from the purpose of the drafting system. **Thanks for your support.**

Team Formation Process

When the SYSA has more than one team entered in the same classification/age group, the following criteria will be used to formulate team rosters; with the objective of creating evenly matched and diverse teams by distributing players equitably(listed below by priority) . **We are sorry we cannot honor specific team, coach or carpool requests. "The only exception will be siblings registered in the same age and coaches with their children. NO OTHER EXCEPTIONS WILL BE MADE.**

- For grades K-2 a random draft process based on age, grade, and experience will be used.
- For grades 3-6 team formation is based on several criterion:
 1. Grade, Age, or Both
 2. Experience and skill level
 3. Skills sessions may be held prior to each season allowing Recreation personnel, high school coaches, and volunteer staff to informally evaluate players.
 4. Past Rosters

Practice and Game Schedules

- Practice and game schedules are prepared according to the following criteria:
 - A. Facility availability. There may be times, with limited notice, that regularly scheduled activities may be canceled or relocated to a different facility.
 - B. Coach's availability: For some programs coaches are able to choose which days they are available to practice. Most times we do not know who is coaching until registration has been completed and coaching applications have been accepted.

Game Cancellations and Rescheduling

- If a game is canceled due to weather or other unforeseeable circumstances, all efforts will be made to reschedule that game.
- However, due to time restraints and/or field usage conflicts, some games may not be rescheduled.
- It will be the decision of the SYSA and head coaches of some of the programs to decide if and when the games will be made up.

Locations

- Field locations and facility locations are indicated on the schedules of each individual sport.

League Rules

- Website links can be found at www.sysatigers.org for all youth league rules or will be posted directly on our site. Parents are encouraged to read the rules to become familiar with the sport.

Payments and Refunds

- Payments are due for all programs at time of registration
- If a program is cancelled, the participant is entitled to a full refund or a credit to the individual's household account for use within the current fiscal year.
- Refunds to those who choose to drop a program will be determined on a case by case basis. In order to cancel and receive a refund (minus a \$5.00 administrative fee) you must personally contact the SYSA five business days prior to the first day of program. Please allow 4-6 weeks for processing.

Insurance

- While SYSA maintains a general liability insurance policy, it is recommended that all participants be covered under a personal medical /accident insurance policy.

Medical Emergencies

- For any injury or accident that requires something other than a cleaning and covering with a bandage, coaches and parents are required to seek professional medical assistance through 911 calls.
- If medical transportation is required, the charges incurred will be billed to the parents and/or the parent's/guardian's insurance policy.
- Please notify the league if your child has a pre-existing medical condition (i.e. allergies, medications, physical impairments, etc.) on the registration form; the league will then inform the coach of the situation. This is essential in order to determine the severity of an accident and to assist the medical personnel who respond to the scene.

Photo Release & Team Photos

- Photographs are occasionally taken of program participants during various recreation activities. These photographs are used to promote SYSA in future editions of the Program Guide, on the web and a variety of other SYSA. If you prefer that you or your child not be photographed, please notify us. The SYSA will schedule team photos for all youth sports. Photos are optional-participants do not need to purchase. Head coaches will receive a free 5x7 team photo.

Trophies/Awards

Coaches are encouraged to have an end-of-season party for their teams. The SYSA can reserve space to host a party at any of our park shelters and possibly our facilities at no charge. At least a two week advance notice is required. We also have discounted pizza deals with many of the local pizza shops in town. Give us a call before placing your order; we may be able to help you get a discount.

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Fundraising

- No individual fundraising efforts will be permitted.
- All donations and sponsorships must be approved by the SYSA. All revenue will be maintained and allocated by the SYSA.

Selection of Volunteer Coaches

Application Procedure: In order to ensure the safety of all participants in the SYSA, all individuals wishing to volunteer as a head coach for a youth sports team within the SYSA must follow this procedure:

- Submit to SYSA, a completed Volunteer Application
- Provide written consent for SYSA to conduct a criminal background check.
-

Background Checks: All new head coaches may be required to undergo a criminal background investigation. This process is to further ensure the safety and well being of all participants. All coaches will be subject to random background and criminal investigations.

A person will be disqualified and prohibited from serving as a volunteer with the SYSA if the person:

1. Fails to consent to a personal criminal background search; or
2. Has been convicted (including crimes whereby a plea of "no contest" was entered) of a crime of child abuse, sexual assault, child neglect, murder, voluntary manslaughter, felony assault, arson,

- robbery, burglary, indecent exposure, public lewdness, terrorist threats, any offense against a minor, kidnapping, or felony violations of the Controlled Substance Act; or,
3. Has been twice convicted, in any combination, of the following offenses: Misdemeanor Assault, or any violation of the Controlled Substance Act; or,
 4. Has been subject to any court order involving any sexual abuse or physical abuse of a minor, including but not limited to domestic order for protection.
 5. Has been adjudged liable for civil penalties or damages involving sexual or physical abuse of children; or
 6. Has been subject to any court order involving any sexual or physical abuse of a minor, including but not limited to domestic order for protection. The SYSA shall have final decision on all personnel matters.

Grievances

Any participant, parent, or volunteer may file a grievance when necessary. All grievances should be written and directed through the following sequence of authorities: Coach; Program Coordinator; Recreation Director; Board.

Grievances will be heard regarding all matters pertaining to conduct in violation of the Code of Ethics as indicated within the SYSA Program Policies and Procedures manual.

- The procedure for filing a grievance is to first provide the Program Coordinator with written documentation of the grievance including: date of incident(s), name(s) of person(s) involved, name(s) of any witness(es), and a brief description of the incident(s).
- If necessary, a meeting with the Program Coordinator or Recreation Director will be scheduled.
- If the matter is not resolved it may be forwarded to the Board of Directors.

Protests No protests of games or contests will be permitted

- Decisions of on-field officials will stand

Safety A safe playing environment is essential to provide a high quality recreational sports program.

- Coaches should report any and all findings or accidents to the SYSA, regardless of the nature of the incident; use the accident report form, which is provided to you.

Weather

- The safety of participants, officials, and spectators is the primary concern in cases of inclement weather.
- Once the game has started the officials will have the responsibility to remove the players from the field if the conditions become extreme.
- If ordered to do so, please find a safe shelter in an automobile or building until instructed to return to the playing field or told that the game has been cancelled.
- In most programs games are played rain or shine. Cancellations occur only due to severe weather or persistent rain. If you think the weather is questionable please call our information line at (850)438-6233 to check for possible cancellations. If there is an old message or no message pertaining to the day you are inquiring about than no cancellations have occurred.
- Programs that use school facilities will be cancelled in the event that the school is closed for a snow day.

Alcoholic Beverages

- Alcoholic beverages are not permitted in public parks
- No coach or other volunteer shall participate in any SYSA sponsored event, including practices and games, while under the influence of alcohol or drugs.

Participant Section

RESPONSIBILITIES AND EXPECTATIONS

Participation in youth sports programs can have a lasting and meaningful effect on children's lives. Therefore, it is the goal of SYSA to provide the highest quality of athletic programs to ensure that a child's experience with sport is a positive one. It takes the cooperation of everyone involved, including the participant, to make this happen. Therefore the SYSA has established the following responsibilities for participants to adhere to:

- **Players will listen to their coaches and be respectful of their elders.**
- **Players will take care of the facilities, equipment, and uniforms, which they are given.**
- **Players will make sure to eat the right foods and drink plenty of water before and after practices and games.**
- **Players will avoid all types of taunting and belittling remarks to their teammates or opponents.**
- **Players will show good sportsmanship at all times, win or lose.**
- **Players will not make sports a priority over schoolwork or family.**
- **Players will refrain from horseplay and all other dangerous activities, in which they may become hurt.**
- **Players will participate for the love of the game and competition and not to win at all costs.**

PLAYERS CODE OF ETHICS

I hereby pledge to be positive about my youth sports experience responsibility for my participation by following this Player's Code of Ethics Pledge:

- I will encourage good sportsmanship from fellow players, coaches, officials, and parents at every game and practice by demonstrating good sportsmanship.
- I will attend every practice and game that I can, and will notify my coach if I cannot.
- I will expect to receive fair and equal amount of playing time.
- I will do my very best to listen and learn from my coaches.
- I will treat my coaches, other players, officials and fans with respect regardless of race, sex, creed, or abilities and I will expect to be treated accordingly.
- I will deserve to have fun during my sports experience and will alert parents or coaches if it stops being fun!
- I deserve to play in an environment that is free of drugs, tobacco, and alcohol and expect adults to refrain from their use at all youth sports events.
- I will encourage my parents to be involved with my team in some capacity because it's important to me.
- I will do my very best in school.
- I will remember that sports are an opportunity to learn and have fun.

CORRECTIVE ACTION POLICY

Players who fail to adhere to the Code of Conduct or do not live up to their responsibilities or expectations will be subject to disciplinary action. SYSA does not want a problem child to spoil the experience of youth sports for the other children in the programs. Therefore, SYSA has instituted a Corrective Action Policy to establish appropriate consequences for inappropriate behavior.

The Corrective Action Policy is a guide to assist coaches and the SYSA run a quality program. The Corrective Action Policy is a 4-step system designed to forgive a mistake but to firmly address chronic misbehavior.

For violations of the Code of Conduct or Expectations, these steps will be followed:

Step 1 – Verbal Warning	Coach will discuss undesirable conduct with player and parents and stress that this behavior will not be tolerated.
Step 2 – Period Suspension	Coach will bench the offending player for 1 period of time during a game when he/she should be playing. Coach will inform the Recreation Director of the problem and why the child is sitting out 1 game period.
Step 3 – Game Suspension	Coach will bench the offending player for 1 entire game when he/she should be playing. Coach will inform Program Coordinator of the 3 rd offense, at which time the player and the parent(s) must attend a meeting with the Coach and the Recreation Director before the player is allowed to resume playing. The player will be warned that the next offense will result in his/her expulsion from the league.
Step 4 – League Expulsion	The participant on the 4 th offense will be expelled from the league and no refund will be given. The parent will then have to make a formal request to be re-instated into this league. The child and parent(s) will then have to meet with the Recreation Director prior to the start of the season to determine if the child is capable of playing within the guidelines of this program.

These guidelines are not absolute in dealing with behavioral problems. Severe situations could merit harsher sanctions against participant.

YOUTH SPORTS PARENTS

Being a parent is a tough job, and when a member of the family decides to join a youth sports team, it gets even tougher.

You've done a lot already to bring up your child. You've created the environment in which your child has grown. You've shared your values with your child by the structure you've given his/her life and by the model you have been for him/her. You've exposed him/her to the world as he/she knows it.

Since your child joined a youth sports team, you've been involved in a whole new set of things. You have had to adjust the family routine; a lot of your time has gone into transporting your child to practice at inconvenient times and to weekend games. You have sacrificed some of your own interests, and others in your family have had to adjust, but you have gotten some returns too. There is the pride you feel as your son or daughter plays. There is some kind of expression of thanks your child has "said" to you. You have met other parents and gained new friends.

Being a youth sports parent isn't easy, but the rewards sure are grand!

IMPORTANT DON'TS FOR PARENTS

1. Don't put yourself in the place of your son or daughter on the field. Your child is in the game, not you. Glory or grief, it is his/her game.
2. Don't talk about the "big game" all day. Chances are the "big game" isn't as important to your child as it is to you. Your child will most likely keep the game in its proper perspective if only you would.
3. Don't criticize your child or other children on your child's team or other teams.
4. Don't yell instructions to your child; that is the coach's job. Besides, your child will be able to hear your voice over the crowd, which will make him/her more nervous. Please shout encouragement only.
5. Don't start analyzing your child's performance right after the game. All your child wants is peace, quiet, and something to eat.
6. Never criticize the coach, even if it is apparent that he doesn't understand the game. Before you complain, decide whether you are ready to give up your valuable free time to step into the shoes of the coach. If not, don't complain.
7. Don't abuse or criticize the officials. This type of behavior does not promote the respect for authority you expect from your children.
8. Don't decide that your child has a future with a professional team, but don't write him off either. Kids mature athletically at different paces.
9. Don't forget to praise your child for simply performing. Don't over praise or dwell on a mistake with scorn or anger.
10. Don't forget to praise all of the players after a game, even if they lost.
11. Don't take sports so seriously. Even the "big game" can't solve the world's problems. Just let the kids have fun!

GUIDELINES FOR SUPPORTIVE PARENTS

Few youth programs are successful without the support of parents. Below are a few guidelines for concerned parents as they strive to support their young athletes:

- Supportive parents focus on mastering sport skills and strategies rather than on competitive ranking.
- Supportive parents decrease the pressure to win.
- Supportive parents believe that the sport's primary value is the opportunity for self-development.
- Supportive parents understand the risks that competition places on a child.
- Supportive parents communicate their true concerns directly with the coach.
- Supportive parents understand and respect the differences between parental roles and coaching roles.
- Supportive parents control negative emotions and think positively.
- Supportive parents avoid the use of fear and punishment to get kids to perform better.
- Supportive parents avoid criticizing children, coaches, and officials.
- Supportive parents recognize and understand expressions of insecurity and provide support when necessary.
- Supportive parents avoid the use of guilt to manipulate children to perform the way they want them to.
- Supportive parents show empathy for the young athlete.

RESPONSIBILITIES AND EXPECTATIONS

In order for a program to be truly successful, it takes the cooperation of everyone involved: players, coaches, officials, league administrators, and especially parents. Parents have the following responsibilities and expectations when participating in SYSA Programs:

Parents have a responsibility to their children:

To make sure that your child gets the most out of his or her playing experience, parents should show their unwavering support, including positive reinforcement of your child's performance and effort. This is absolutely essential, especially at an early age, to ensure their healthy development. Parents should also be positive role models, including, but not limited to, showing proper sportsmanship at all times and refraining from negativity of any kind.

Parents have a responsibility to the coaches:

Coaches volunteer their personal time to spend it with your child. They need you to be supportive of their decisions and not undermine their efforts. If you don't agree with a coach, you are expected to tell that coach, but make certain it is done at the right time and place and not in front of the children. **It is not acceptable to approach a coach before or during a game to discuss playing time etc.** Parents are also expected to drop off and pick up their children on time for games and practice, and it is highly encouraged for parents to stay and participate in order to maintain control of the group and assist the coach as needed.

Parents have a responsibility to the league:

League Administrators cannot be at all games and practices of all teams. Therefore, in order to maintain the protective shell around these programs, it is essential for parents to report abusive behavior or any other situation that needs to be addressed to the league administrator. This is the only way that these programs can achieve their intended goals.

Parents have a responsibility to the other parents:

Personal gain and satisfaction should not be derived from you child's performance. Competition and taunting between parents is never acceptable, and no parent should ever feel embarrassed or disappointed by their team or child's performance. Good plays should always be cheered, and disappointments should always be consoled, no matter whose team it affects.

Parents have a responsibility to themselves:

It is your responsibility to enjoy watching your child and other children participate and learn. The joy and pride associated with watching children participate in sports should be experienced to the fullest, because a lifetime of memories is being created before your very eyes.

PARENTS CODE OF ETHICS

I hereby pledge to provide positive support, care, and encouragement for my child participating in youth sports by following this Parents' Code of Ethics Pledge:

- I will encourage good sportsmanship by demonstrating positive support for all players, coaches, and officials at every game, practice, or other youth sports event.
- I will place the emotional and physical well being of my child ahead of a personal desire to win.
- I will insist that my child play in a safe and healthy environment
- I will support coaches and officials working with my child, in order to encourage a positive and enjoyable experience for all.
- I will demand a sports environment for my child that is free of drugs, tobacco, and alcohol and will refrain from their use at all youth sports events.
- I will remember that the game is for youth - not adults.
- I will do my very best to make youth sports fun for my child.
- I will ask my child to treat other players, coaches, fans, and officials with respect regardless of race, sex, creed, or ability.
- I will require that my child's coach be trained in the responsibilities of being a youth sports coach and that the coach upholds the Coaches Code of Ethics.
- I will encourage my child at all times and teach them that honest effort is as important (maybe even more important) than winning.
- I will remain in the spectator area during competitions.
- **I will support my child's coach and let him/her coach during the game.**
- I will accept that officials are doing the best job they can.
- I will keep my emotions under control.
- I will help when asked by a coach or official.
- I will remember that my child will get the most out of sports with my love and **positive support**.

CORRECTIVE ACTION POLICY

Parents who do not follow the Code of Ethics will be subject to a Corrective Action Policy. It is the philosophy of the SYSA, that parents should not spoil the experience of participation in youth sports for the children. Furthermore, SYSA will never punish a child for the actions of his or her parents(s). Therefore, the following guidelines have been established for addressing problem parents.

For violations of the Code of Ethics or Responsibilities and Expectations, the following steps will be taken:

Step 1: Verbal Warning – Coach will discuss undesirable conduct with parents and stress that this behavior will not be tolerated. Coach will document this conversation and forward to Recreation Director or Program Coordinator.

Step 2: Written Warning – Coach or official will notify the Recreation Director or Program Coordinator of continued breach of Code of Ethics and league will bring parent(s) in for a meeting to discuss actions and what the proper behavior is. Furthermore, there will be a formal letter of reprimand given to the parent(s) stating that the next offense will lead to parent being banned from the sporting event venue for a period of 1 game.

Step 3: Game Suspension - SYSA will ban the parent(s) from attending the next scheduled contest and another letter will be given to parent(s) stating that the next offense will lead to parent being banned from all future contests.

Step 4: Season Suspension – The parent(s) will be banned from attending all league contests after a 4th offense. The parent(s) will then have to make a formal request to be re-instated into this league. The parent(s) will then have to meet with the Recreation Director or Program Coordinator prior to the start of the season to determine if the parent(s) is capable of behaving within the spirit and letter of the guidelines of this program.

These guidelines are not absolute in dealing with behavioral problems. Severe situations could merit harsher sanctions against the parent(s) .

COMPLAINT AGAINST A COACH PROCEDURES

All grievances should be written and directed through the following sequence of authorities: Coach; Program Coordinator; Recreation Director; Board of Directors.

- The procedure for filing a grievance against a coach is to first provide the Program Coordinator with written documentation of the grievance including: date of incident(s), name(s) of person(s) involved, name(s) of any witness(es), and a brief description of the incident(s).
- Gather information and eyewitness accounts of the event(s) that took place from everyone involved to determine if a violation of the letter or intent of the Coaches' Code of Ethics Pledge has occurred. This may include the site supervisor, game officials, and other coaches, parents and children.
- Require the member coach to attend a meeting to address the complaint and to offer his/her side of the incident.
- The Recreation Director has the authority to determine the severity of the situation and whether or not the affected coach has violated the expected behaviors outlined under each of the canons of the Code of Ethics Pledge that comprise the Code of Conduct.

The Recreation Director has the authority to enforce the appropriate range of disciplinary actions outlined in the Code of Conduct. The information will be logged in the member file.

The SYSA Coaching Expectations:

Now you're a Coach

For your players, you, the coaches are the single most important adult leader. You will help the players have fun, learn skills, develop sportsmanship, and discuss values in a meaningful way.

Coaching Philosophy

As the coach, forget the professional and college coach models and the win at all cost approach. Do not try to get your feeling of self-worth from your team's win-loss record. Coaching youth sports calls for **teaching** the fundamentals properly, **developing** the basic team concepts, **working** on fair play values **and encouraging** all players to participate and enjoy the sport. The most important element is the relationship between the **coach** and the **team**. ***The coach is a leader, role model, teacher and friend.*** This relationship is far more significant than points scored or the games won.

The quality of the coach-team relationship is the ultimate measure of success for youth sports coaches.

- **Keep it simple:** Most sports are relatively simple to play and can be enjoyed by all ages. Overcomplicated formations, plays and strategies tend to confuse and frustrate youth. By keeping it simple, it will build self-esteem and confidence.
- **Work on basic skills:** Younger teams especially should concentrate on fundamentals. Teach skills and concentrate on the basic. Help players become conscious of the importance of proper execution. Stop the action often to help individual players improve, but don't interfere excessively.
- **Work with every player on your team:** The most highly skilled and least skilled players on your team should be given equal attention. **Every player should be helped to improve in ability and to enjoy the game. It is important that every player participates and has fun, rather than just a few good players dominating the action.**
- **Teach 'Fair Play':** Playing fair is an essential part of youth sports. Respect for one's self, team mates, the other team, the rules and the officials who uphold them.
- **Help players set and evaluate individual goals:** Competing against oneself is perhaps the best way to improve skills, help players measure their skills, set goals for the future and work to reach those goals. What is important is not so much how players measure up against each other, but how much each player learns and reaches new levels of skills and enjoyment.
- **Keep winning in perspective:** Winning games is only one of the many goals that are important in sports. Help players and their parents become aware of other important goals: learning skills, becoming better physically fit, being a good leader and a good follower, dealing with the emotions of sports and having fun.

Coaching Policies, Procedures & Guidelines

You Will:

- Read and review all league rules and paperwork pertaining to the season prior to the first scheduled day.
- Coaches should arrive to practice at least 15 minutes early to set up and should not leave until every child has been picked up by a parent/guardian.
- Contact parents and players when necessary.
- **Conduct parent/players meeting.**
- **Distribute all materials given to you by the Director in a timely manner.**
- Return any paperwork distributed to you by the Director in a timely manner.
- Look at yourself and explore your own motivations, values and goals.
- Listen to and share with other adult leaders.
- Explain your discipline procedures for behavior problems, missed practices, etc., (nothing too severe, unless cleared with Rec. Director, refer to policies and procedure manual for guidance).
- Stress parental and player conduct during a game.
- Inform parents about proper equipment: appropriate clothing, good fitting shoes and water.
- Players are responsible for their own equipment.
- Require clean uniforms for every game.
- Stress the need for players to maintain good school grades.
- Get parents involved: at practice, umpire, score keeper, team mom, etc.
- Verify your roster, making sure all player information is correct; pass on any corrections to the Recreation Department. Absolutely no roster changes without notifying the Program Coordinator first!
- Question and answer period after every practice and game.

Conduct Practice Sessions:

- **Come prepared to practice.** Prepare a practice plan outlining the skills you will be teaching and the drills you will use to teach them for that day. Make copies for those parents who may assist you.
- Get to know your players personally.
- Help them set goals and work towards them.
- Lead discussions by asking questions and introducing problems and situations for players to deal with.
- Teach appropriate skills, chants and physical fitness.
- Build teamwork.
- Enjoy yourself and let your players know it.
- **ABSOLUTELY NO PRACTICE SESSIONS SHALL BE SCHEDULED AT ALTERNATE TIMES OR LOCATIONS WITHOUT RECEIVING PERMISSION FROM THE STREETSBORO PARKS & RECREATION DEPARTMENT FIRST. Practice must be conducted the time, day, and location scheduled by the Recreation Department unless you receive permission in **advance (7 days)** from the Recreation Department to practice at/on another time, day, or location. Failure to do so will result in actions of the **ENFORCEMENT OF THE CODE OF CONDUCT.****

Game Responsibilities:

- See that your players are present and ready to play.
- Pre-game warm ups.
- Introduce yourself to the game official and the opposing teams coach.
- Fill out any paperwork (rosters etc.) prior to the start of the game and submit properly.
- **Control yourself, players and parent behavior during and after the game.**
- **Coach and encourage your team during the game. DO NOT try and officiate the game from the sideline!! If you would like to officiate, please call the Rec. Department.**
- **Coaches and players must clean their bench area before leaving the facility!**

Accident Report Form

This form must be filled out for all injuries. Use the back of this form if necessary.

Date of accident _____ Time _____

Name of injured person _____

Age _____ Grade _____ Parents' names _____

Circumstances of accident...Explain in detail how accident happened and where you were....

Scene of accident...Describe location where accident occurred.

Injuries and damage...Describe nature of injuries.

Was further medical attention required? If, what, where, and when?

Treated by: _____

Witnesses: Give names, addresses and phones of all witnesses who know anything about accident or circumstances surrounding it.

Date of this report _____ By: _____

PROGRAM EVALUATION – YOUTH SPORTS

How did your child benefit from this program? _____

What did you like best/least about this program? _____

What did your child like best/least about this program? _____

What would you like to see changed – if anything? _____

Comment on the selection process for the teams (if applicable). _____

How did you register?

Mail _____ Online _____ Walk In _____ Drop Box _____

How did you find out about the program?

Newspaper _____ Pamphlet _____ Postcard _____ Word of Mouth _____

Was the registration process: (check all that apply)

Convenient _____ Efficient _____ Confusing _____ Other _____ (explain below)

Did your child have fun? _____ Does your child agree with this evaluation? _____

Taking everything into consideration, the season as a whole was: _____

Would you like to teach, coach or volunteer for the South Youth Sports Association? Please leave name, phone #, and email. _____

What other types of courses would you like to see offered by the SYSA? _____

General Comments: _____

This form is utilized by Southern Youth Sports Association to evaluate volunteer coaches.

Please check if coach is satisfactory.

If not, please note improvements needed.

Satisfactory Needs Improvement

Place the emotional & physical well being of my players ahead of a personal desire to win.	<input type="radio"/>	
Treat each player as an individual remembering the large range of emotional & physical development for the same age group.	<input type="radio"/>	
Do my best to provide a safe playing situations for my players.	<input type="radio"/>	
Do my best to organize practices that are fun & challenging for all of my players.	<input type="radio"/>	
Promise to review & practice the basic first aid principals needed to treat injuries to my players.	<input type="radio"/>	
Lead by example in demonstrating fair play and sportsmanship to all of my players.	<input type="radio"/>	
Provide a sports environment for my team that is free of drugs, tobacco, and alcohol, and I will refrain from their use at all youth sports events.	<input type="radio"/>	
Be knowlegable of the rules of each sport that I coach, and I will teach these rules to my players.	<input type="radio"/>	
Use coaching techniques appropriate for each of the skills I teach.	<input type="radio"/>	
Remember that I am a youth sports coach, and that the game if for children and not adults.	<input type="radio"/>	
Followed and complied with all policies & procedures expected of me as set forth by the Southern Youth Sports Association.	<input type="radio"/>	

Coaches Signature_____

Date_____

League Administrator_____

Date Reviewed_____

Will recommend this coach for future coaching positions? ____YES ____NO

COMMENTS:

BY-LAWS

Southern Youth Sports Association Inc.

ARTICLE I **NAME**

Section 1.1 Name

The name of this organization is the Southern Youth Sports Association Incorporated.

ARTICLE II **MISSION STATEMENT**

Section 2.1 Mission Statement

The mission of the Southern Youth Sports Association is to increase educational achievements and occupational awareness and opportunity of youth who may be or may have the opportunity of becoming "at risk."

ARTICLE III **MEMBERSHIP**

Section 3.1 Governing Board

The Southern Youth Sports Association Inc. shall be administered by a governing board.

Section 3.2 Membership/Number

The Governing Board shall be comprised of at least 5 members and no more than 10. The Executive Director of the Southern Youth Sports Association Inc. shall be a member of the Governing Board.

Section 3.3 Election/Length of Terms

The members of the Governing Board shall be nominated by the nominating committee and voted upon by the existing governing board at an annual meeting. Each member shall be elected for a two-year term and may only continue for one successive two-year term.

Section 3.4 Resignation/Vacancy

A vacancy created through resignation or any other manner shall be filled through the nominating process. The member elected shall finish the term of the vacancy and may be elected for an additional two-year term at the annual meeting and a subsequent two-year term.

ARTICLE IV **OFFICERS**

Section 4.1 Number

The governing board shall annually elect a chairperson, vice-chairperson, secretary and treasurer.

Section 4.2 Election

Officers shall be elected at the last meeting of the governing board before the close of the fiscal year and shall take office immediately upon election.

Section 4.3 Term

Officers shall serve for a period of one year and may be elected to serve for one additional consecutive term.

Section 4.4 Vacancy

When a vacancy occurs, the vacancy shall be filled through election by a majority vote of the governing board in either a regular or special meeting. The elected officer shall complete the term of the vacant officer.

Section 4.5 Chairperson

The chairperson shall preside at all meetings of the governing board and may call special meetings when deemed appropriate. The chairperson shall appoint the chairpersons for all standing committees and may set up committees as deemed necessary.

Section 4.6 Vice-Chairperson

The vice-chairperson shall perform the duties of the chairperson in his or her absence.

Section 4.7 Secretary

The secretary shall be responsible for the official records of the board and shall ensure their authenticity. The secretary shall take minutes of the board meetings and ensure that copies of the minutes are distributed to all board members prior to the board meetings.

Section 4.8 Treasurer

The treasurer shall be responsible for the financial records of the board and shall be the chairperson for the finance committee. The treasurer shall assist with any mandatory financial obligations as required by law and at the end of his/her term, shall give all financial documents and books relating to the corporation to the newly elected treasurer.

ARTICLE V **COMMITTEES**

Section 5.1 Standing Committees

The standing committees for the governing board shall be:

1. Public Relations Committee
2. Fundraising Committee
3. Executive Committee
4. Personnel Committee
5. By-Laws Committee
6. Program and Policy Committee

Section 5.2 Numbers of Members

Each standing committee shall consist of the Chairperson of the committee and no less than two other members selected by the committee chairperson. Persons who are not members of the Board may be invited to serve on any committee, except only governing board members may be chairpersons.

Section 5.3 Manners of Selection

The Chairperson of each committee shall be selected by the Governing Board chairperson within 30 days after the election of officers. The committee chairperson shall appoint the additional members of his/her committee.

ARTICLE VI MEETINGS

Section 6.1 Regular Business Meetings

The governing board shall meet as often as necessary to conduct business, however, the Board shall meet at least once per calendar quarter. The meetings shall be conducted in accordance with Robert's Rules of Order (latest edition).

Section 6.2 Special Meetings

A special meeting may be called by the Chairperson with appropriate notice to all board members.

Section 6.3 Notice of Meetings

Notice of regular meetings shall be provided in writing to all board members no less than 10 days before the date of the board meeting. The notice shall include the date, time and place of the meetings.

Notice of special meetings shall be provided in writing to all board members no less than 5 days before the date of the special meeting, unless the situation dictates that a shorter period of notice is necessary. The notice shall include the date, time and place of the meeting.

Section 6.4 Quorum

A quorum shall consist of three members. No board action can be taken without a quorum present.

Section 6.5 Voting

Each board member shall have one vote.

ARTICLE VII AMMENDMENT OF BY-LAWS

Section 7.1 Amendment

These by-laws may be amended or repealed by a two-thirds (2/3) vote of the members of the governing board. Notice must be given in writing of the amendments or sections to be amended or repealed at least 10 days prior to the vote.

ARTICLE VIII
INDEMNITY

Section 8.1 Indemnity Clause

Any person made a party to any action suit or proceeding by reason of the fact that he or she is or was a governing board member of the corporation or of any association which he or she served as such at the request of the corporation shall be indemnified by the corporation against the reasonable expenses, including attorney's fees, actually and necessarily incurred by him or her in connection with any appeal therein, except in relation to matters as to which it shall be adjudged in such action, suit or proceeding that such governing board member is liable for negligence or misconduct in the performance of his or her duties. The corporation may also reimburse to any governing board member the reasonable cost of settlement of any such action, suit or proceeding if it is found by majority of the governing board to be in the best interest of the corporation that such settlement be made and that such governing board member was not guilty of negligence or misconduct.

The foregoing right of indemnification shall be deemed exclusive of any other rights to which any governing board member may be entitled apart from the provisions of this section.



Southern Youth Sports Association (SYSA)

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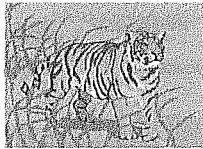
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Gerald Palmer
Tyrone Evans
Steve Jenkins
Javier Smith
Eddie Gaston
Kenny Hamilton
George Barge
Damin Darnes
Coach Hill
Deborah Glaze
Justin Richard
Bobby Watkins
Bill Dee Williams
Willie Rodgers
Mike Riley
Domonic Jones
Timothy Henderson
Shaun Charley
Ralph Davis
Felicia Smith
Artavia Taylor
Kennis Reaves
Louis Purifoy
Sam Howard
Rob King
Maurice Dunn
Mattie Spencer
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Christopher James
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Laila Whitehurst
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Shameka Hankins
Otarya Johnson
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Terriana Posey
Danielle Blackmon
Lauren Charles
Demaya Jenkins
Kyndall Taylor
Shareka English
Kiara Dortch
Kylah Hardaway
Mykiyla Robinson
Moran English
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Michelle Inere



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The SYSA uses the Theophalis May Resource Center for games and practices Monday-Friday, 4:30pm-9:00pm, and Saturday-Sunday, 8:00am-8:00pm. The SYSA uses Legion Field, Terry Wayne, and Bill Gregory for football practices, Monday-Friday, 4:30pm-8:00pm.

Sadler Sports: AYF Insurance Plan



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/ DD/ YYYY)
07/01/2020

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER SADLER & COMPANY, INC. P.O. BOX 5866 COLUMBIA, SOUTH CAROLINA 29250-5866	CONTACT NAME: Sports Dept PHONE (A/ C, No. Ext): 800-622-7370 FAX (A/ C, No): 803-256-4017 E-MAIL ADDRESS: ayf@sadlersports.com PRODUCER CUSTOMER ID#:
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INSURED AMERICAN YOUTH FOOTBALL, INC. AND AMERICAN YOUTH CHEER AS MEMBERS OF SOUTHERN YOUTH SPORTS ASSOCIATION c/o Tammie May 609 W BELMONT ST PENSACOLA, FL 32501	INSURER(S) AFFORDING COVERAGE INSURER A: SCOTTSDALE INSURANCE COMPANY INSURER B: NATIONWIDE LIFE INSURANCE INSURER C: NATIONAL CASUALTY COMPANY INSURER D:	NAIC #
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Application ID: 296728

COVERAGES	CERTIFICATE NUMBER	REVISION NUMBER
THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED, NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN. THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.		

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/ DD/ YYYY)	POLICY EXP (MM/ DD/ YYYY)	LIMITS
A	GENERAL LIABILITY <input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS MADE <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> <input type="checkbox"/> GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PROJECT <input type="checkbox"/> LOC	X		KRS0000008424700	12:18PM ET 07/01/2020	12:01AM ET 06/30/2021	EACH OCCURRENCE \$1,000,000 DAMAGE TO PREMISES RENTED TO YOU (Ea occurrence) \$1,000,000 PREMISES MEDICAL PAYMENTS \$5,000 PERSONAL & ADV INJURY \$1,000,000 GENERAL AGGREGATE NONE PRODUCTS- COMP/ OP AGG \$1,000,000 LEGAL LIAB TO PARTICIPANTS \$1,000,000
C	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> ALL OWNED AUTOS <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS <input checked="" type="checkbox"/> NON- OWNED AUTOS			KKO0000008424800	12:18PM ET 07/01/2020	12:01AM ET 06/30/2021	COMBINED SINGLE LIMIT (Ea Accident) \$1,000,000 BODILY INJURY (Per person) BODILY INJURY (Per accident) PROPERTY DAMAGE (Per accident)
A	<input checked="" type="checkbox"/> SEXUAL ABUSE / MOLESTATION			KRS0000008424700	12:18PM ET 07/01/2020	12:01AM ET 06/30/2021	EACH OCCURRENCE \$1,000,000 AGGREGATE \$2,000,000
	<input type="checkbox"/> UMBRELLA LIAB <input type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS- MADE <input type="checkbox"/> DEDUCTIBLE <input type="checkbox"/> RETENTION			N/ A	N/ A	N/ A	EACH OCCURRENCE N/ A AGGREGATE N/ A
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR / PARTNER / EXECUTIVE OFFICER / MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below			N/ A			<input type="checkbox"/> WC STATUTORY LIMITS <input type="checkbox"/> OTHER E.L. EACH ACCIDENT E.L. DISEASE - EA EOMLOYEE E.L. DISEASE - POLICY LIMIT
B	PARTICIPANT ACCIDENT			BAX0000031261700	12:18PM ET 07/01/2020	12:01AM ET 06/30/2021	EXCESS MEDICAL \$100,000 DEATH + SPECIFIC LOSS \$10,000 DEDUCTIBLE \$500

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)

RE: COVERED SPORTS NOTE: The maximum number of players cannot exceed 36 players per team. Tackle Football - 7u Division (1 teams), Tackle Football - 8u Division (1 teams), Tackle Football - 10u Division (1 teams), Tackle Football - 12u Division (1 teams), Tackle Football - 14u Division (1 teams), Cheer / Dance / Step / Majorette Squads / Inspiration - Class 1 (no charge) (4 teams)
The certificate holder is added as an additional insured, but only with respect to the liability arising out of the operations of the insured above.

CERTIFICATE HOLDER	CANCELLATION
RELATIONSHIP: Property Owner/ Lessor City of Pensacola 222 West Main St PENSACOLA, FL 32502	SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE (company A) <i>Scott Fink</i> AUTHORIZED REPRESENTATIVE (company B) <i>John S. Smith</i>

Coverage is only extended to U.S. events and activities

** NOTICE TO TEXAS INSURED: The Insurer for the purchasing group may not be subject to all the Insurance laws and regulations of the State of Texas.

ACORD 25 (2014/01)

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1/1



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Detail by Entity Name

Florida Not For Profit Corporation

SOUTHERN YOUTH SPORTS ASSOCIATION INC.

Filing Information

Document Number	N05000001115
FEI/EIN Number	27-0116180
Date Filed	01/24/2005
State	FL
Status	ACTIVE
Last Event	AMENDMENT
Event Date Filed	02/13/2006
Event Effective Date	NONE

Principal Address

1320 WEST GREGORY ST
PENSACOLA, FL 32502

Changed: 01/25/2013

Mailing Address

1320 WEST GREGORY ST
PENSACOLA, FL 32502

Changed: 01/25/2013

Registered Agent Name & Address

MAY, TAMMIE
1320 WEST GREGORY ST
PENSACOLA, FL 32502

Address Changed: 01/15/2015

Officer/Director Detail

Name & Address

Title VP

MAY, LUMON
1320 WEST GREGORY ST
PENSACOLA, FL 32502

Title Officer

PALMER, RAY
1320 WEST GREGORY ST
PENSACOLA, FL 32502

Title S

Wilson, Ardelia
1320 WEST GREGORY ST
PENSACOLA, FL 32502

Title Officer

WATKINS, ELDER B
1320 WEST GREGORY ST
PENSACOLA, FL 32502

Title P

CHANDLER, JOHN
1320 WEST GREGORY ST.
PENSACOLA, FL 32501

Title Officer

Lewis, Karl D, Dr.
1320 WEST GREGORY ST
PENSACOLA, FL 32502

Title Officer

Novotny, Galen, Esq.
1320 WEST GREGORY ST
PENSACOLA, FL 32502

Title Officer

May, LaDonna
1320 WEST GREGORY ST
PENSACOLA, FL 32502

Title Officer

Walker, Veronica
1320 WEST GREGORY ST
PENSACOLA, FL 32502

Annual Reports

Report Year	Filed Date
2018	02/21/2018
2019	04/08/2019
2020	04/07/2020

Document Images

04/07/2020 – ANNUAL REPORT	View image in PDF format
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02/13/2006 – Amendment	View image in PDF format
01/24/2005 – Domestic Non-Profit	View image in PDF format

Kim Carmody

From: Alex Odee
Sent: Friday, August 5, 2022 1:08 PM
To: Kim Carmody
Cc: Cheryl Fox
Subject: FW: [EXTERNAL] Re: FINANCIALS NEEDED - ACTION REQUIRED

Alex Odee

Athletics Coordinator

Visit us at <https://www.playpensacola.com>

Exchange Park

3200 E. Lakeview Ave

Pensacola, FL 32503

Office: 850.436.5678

aodee@cityofpensacola.com



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From: TAMMIE MAY <may_t@bellsouth.net>
Sent: Friday, August 5, 2022 11:16 AM
To: Alex Odee <AOdee@cityofpensacola.com>
Subject: [EXTERNAL] Re: FINANCIALS NEEDED - ACTION REQUIRED

THIS EMAIL IS FROM AN EXTERNAL EMAIL ACCOUNT

Good morning,

Southern Youth Sports Association's financials are below.

Basketball income-\$24,322

Basketball expenses-\$19,606

Football income-\$29,600

Football expenses-\$25,142

Tammie May
Southern Youth Services Association (SYSA)