



Cambridge-Isanti Grand Slammers Handbook

<http://www.cigrandslammers.com>

Version Control

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Cambridge Isanti Grand Slammers (CIGS) at its option, may change, delete, suspend, or discontinue parts of the policy in its entirety, at any time without prior notice if the CIGS Board determines it is in the best interest of the program to do so.

MISSION STATEMENT

Our mission is to strive to structure a system that will enable all players to learn how to play fast pitch softball to the best of their natural ability. Thus, fulfilling two goals:

- 1. To introduce recreational players into the program at the correct level where they have the opportunity to advance to the best of their ability.*
- 2. To provide an adequate system for the talented players, enabling them to advance to the next level of play, including the step from recreational to high school.*

WHO WE ARE

Cambridge Isanti Grand Slammers (CIGS) is a community based, non-profit, volunteer organization serving the cities of Cambridge, Isanti and surrounding areas.

CIGS sponsors skills clinics for beginning players and girls traveling fastpitch teams. The emphasis is to provide fundamentals for all playing levels, , playing as a team and having fun. Teams at the older age levels also stress fundamentals but add more game strategy and advanced skills.

CIGS is a volunteer organization. All our board members and coaches are volunteers. We welcome volunteers at all levels.

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BOARD MEMBERS

MEMBERSHIP

Each member of the Board sits on the Board at the discretion and pleasure of the Board as a whole. Members do not sit for any specified term of duration. Just as any Board member is free to resign a Board position at any time, the Board has the discretion to decide not to retain any Board member for continuing Board membership at any time by a majority vote.

EXPECTATIONS

The Board is responsible for maintaining the overall policy and direction of the CIGS Association. Board members are expected to attend seventy-five percent (75%) of all Board activities within a calendar year (January - December). Activities include but are not limited to monthly meetings, registration nights, tryouts, team selection and fundraising activities.

COMPENSATION

Board members are all volunteers. In effort to thank Board members for their additional time spent, each BOD member shall receive no more than a 100% discount for the registration fees for one CIGS program in which his or her child(ren) participated for the CIGS fiscal year during any part of which such person is a BOD member. This discount is limited to one child, and applies to the registration fee only and does not apply to the cost associated with the Capital Fund, administrative fees or any necessary equipment, jerseys, etc. Additional compensation may be considered for BOD members who also serve as a coach.

TRAVELING PROGRAM

PHILOSOPHY

Girls are offered an opportunity to try out and play in a competitive traveling league. Traveling softball requires a greater commitment for both players and parents. Each participant is expected to attend all scheduled practices, league games and weekend tournaments during the season. Emphasis is on skill development, teamwork, cooperation, sportsmanship, and respect for others.

PLAYER ELIGIBILITY

A player's age on September 1st of the current year determines the age classification at which the player is eligible to participate. Depending on player registrations, we strive to field teams at 8U, 10U, 12U, 14U, and HS.

PLAYER REGISTRATION, PAYMENTS, AND REFUNDS

Player registration fees are due prior to a player participating in the current season.

Fees for travelling are reviewed annually by the CIGS Board. Fees for the current year can be found in the Summer Fastpitch informational brochure and on the website.

Fees are used to cover the costs of league fees, umpire pay, team insurance, field maintenance, groundskeeper pay, team equipment and tournament fees.

Player registration refunds will be made to players if CIGS cannot field a team (due to insufficient number of player registrations), if the player is not placed on a team, or if a player withdraws from the program before teams have been set. Withdrawals from the program after teams have been created and announced will be based on a sliding fee scale as determined by the Board prior to each season. There will be no refund for uniform or equipment costs for the summer season after January 1. Other than the exceptions just listed, there will be no refunds made the season has begun. Tryout fees are not refundable.

PLAYER TRYOUTS/EVALUATIONS

Our goal is to provide a tryout environment that is fair to all players and allows them to demonstrate their abilities to a group of well-qualified evaluators. CIGS will engage outside evaluators for player assessment and scoring. Each player is evaluated in the areas of hitting, bunting, fielding grounders, pop-fly's and base running.

Tryouts follow a closed-door process. No parents are allowed present during tryouts. Board members will be present during tryouts to assist with set-up and players but will not be involved with assessments or scoring. Tryouts are typically held in October for the summer season. All players must participate in tryouts.

If a player will miss tryouts due to injury or being out of town, it will be to the discretion of the Board to make the final decision for which team the player will be on. Items taken into consideration will be the previous year's tryout scores and team placement, if the player participated.

Requests to join a CIGS team after tryouts and team placement have occurred will be reviewed on a case-by-case basis by the Board. The Board will determine player's eligibility and if accommodations can be made based on current team rosters. In these cases, the players will be placed on the lower team in the appropriate age bracket.

CIGS will accept players from outside of District 911 to register and participate in try-outs; however, they will only be placed on a team if room is available. No District 911 player will be cut to accommodate a player from outside of the district.

PLAYERS "PLAYING UP"

All players must register and tryout at their current age level (the youngest age group that they qualify for). Players may request to play up and should do so at registration or before tryouts. A move will not

be made unless the board feels it is to the benefit of the player and the association as a whole.

TEAM FORMATION

CIGS will make every effort to place all registered players on a team. In the event CIGS has no option except to limit the number of teams due to insufficient players, then the team roster decisions will be based on players tryout scores, with no guarantee of placement on a team.

Our goal in establishing teams is to place players on a team that best positions each player to be successful as an individual, contribute to the team, and get maximum play time to learn and improve as a player.

There will be a maximum of thirteen (13) players on a team at the 8U, 10U and 12U level and a maximum of twelve (12) players at the 14U and HS levels. Levels may be adjusted at the discretion of the Board of Directors.

UNIFORMS AND EQUIPMENT

Each girl must have a team uniform. Sample uniforms are available at registration each year for players to try on. Players are responsible for having a glove, fielders mask, helmet, and cleats (metal cleats are allowed in levels 14U- HS). The association does provide, bats, balls and catching gear for each team.

LENGTH OF SEASON

8U, 10U and 12U begin league play the end of April, or earlier if weather permits. The season is done the second week of July. Optional tournaments may be played which would extend the season.

14U usually begin their season towards the end of May. The season is done mid-July. Optional tournaments may be played which would extend the season.

HS typically start their season in early June and play through July. Optional tournaments may be played which would extend the season.

TRAVEL

All CIGS teams are travel teams and will be required to travel to different communities to participate in league games and tournaments. Parents and players having conflicts in schedules or transportation should make arrangements with other parents or players to ensure they will be able to participate. Sometimes there may be tournaments that are out of town. Any expense for lodging for these tournaments is the parent's responsibility.

TOURNAMENTS

Each travelling team will participate in 5 weekend tournaments. This includes the state qualifier, the state tournament (if the team qualifies), the Maddy Nelson Memorial Tournament, and two tournaments of the coaches choosing. The fee for these tournaments is covered by CIGS. If a team chooses to participate in an additional tournament, the parents will be responsible for the entry fee.

FUNDRAISING

Each player is expected to participate in CIGS fundraisers. Participation helps raise much needed money for the program to help supplement equipment, field updates/maintenance and other costs to maintain our program.

At registration, families are requested to pay a fundraising fee of \$150 in the form of a check. If the family participates in the fundraiser for the current year and raises a minimum of \$150, their check will be destroyed upon completion of fundraiser. However, if the family does not participate, their check will be cashed.

A full copy of the CIGS Fundraising Policy and Guidelines can be found on the CIGS website at <https://www.cigrandslammers.com/>

PLAYER DEVELOPMENT

Player development, depth of talent and skills at each position is extremely important. As a result, coaches will try to ensure that every player receives numerous opportunities during games/practices to learn to perform in all game situations. However, not all players have the attributes or training required to play certain positions (for example, pitcher, catcher, 1st base) Therefore, not all players will be given the opportunity to play her “favorite” position during games, but coaches will continue working with players during practice. This will help ensure player development at every age group. Safety first is a key consideration when making these decisions for all players on either the home or away team. Players should be given opportunities to play at positions where they will be successful and to build player confidence.

Team development shall consist of teaching teamwork and the concepts of working together towards a common team goal. Care must be taken to make certain that every player is part of the team regardless of their position. Positive reinforcement is an absolute necessity as new positions and skills are developed.

PRACTICE/GAME EXPECTATIONS

Travelling softball is highly competitive play. Practice is critical. It is important that those registering to play summer fastpitch understand the commitment involved. Players need to attend practices and games.

Coaches are expected to play all team members on doubleheader nights, but equal playing time is absolutely not guaranteed. Playing time is at discretion of the head coach based on:

- *Players attendance at practices and games
- *Effort of the players in practice and game situations
- *Commitment of the player to improve her skills
- *Players overall skill level

During tournaments, playing time will be at the discretion of the head coach.

FALL BALL

CIGS will hold registrations, coach selection, tryouts etc. for the fall play prior to the season. CIGS will cover the state tournament entry fee for fall teams. CIGS will provide equipment and practice fields for teams participating in fall ball. For more information on fall ball please contact the CIGS.

DOMEST BALL

CIGS does not have an official Dome season in place. Therefore, will not hold registrations, coach selection, tryouts etc. for the Dome season. Coaches and/or Parents may choose to build teams to participate in a dome league. Teams must fund their own teams. CIGS will help coordinate equipment and practice fields for teams participating in dome ball. For more information on dome ball please contact the CIGS.

COACHES

CIGS relies on volunteers to fill coaching positions. We realize that it is a time commitment to volunteer as a head coach and therefore, head coaches who have players in the travelling program will receive a credit to be used towards registration fees. Credit will be for 100% of registration fee only for one child participating in that season. The credit applies to the registration fee only and does not apply to the cost associated with administrative fees or any necessary equipment, jerseys, etc. Assistant coaches will receive a 50% credit. Teams with multiple assistant coaches will determine allocation of the 50% credit. If child has multiple parents involved on the same coaching team, the total credit received will not exceed the child's registration fee. Additional compensation may be considered if coach also serves as a Board Member.

BACKGROUND CHECKS

Anyone who wishes to be a coach (head, assistant, parent helper, etc.) will undergo a background check at no additional cost. Background checks can be done through the ACES. Anyone in the dugout must have a background check.

SELECTION CRITERIA

A pool of potential coaches is generated during the registration process. The board will determine coaches for each level.

Each coach must adhere to the coach expectations.

The head coach must take and complete the on-line concussion training.

If head coach is unavailable for a game, there must be a participating member present who has completed concussion training.

CODE OF CONDUCTS

PLAYER CODE OF CONDUCT

As a softball athlete, I understand that I must follow these rules to stay in good standing:

1. Respect the game, play fairly, and follow the rules and regulations.
2. Show respect for authority to the officials of the game, the coaches of the game, and the league representatives.
3. Demonstrate good sportsmanship before, during, and after the game.
4. Help parents and fans understand the league philosophy so they can watch and enjoy the teams play the game.
5. Be courteous to opposing teams and treat all players and coaches with respect.
6. Be modest when successful and be gracious in defeat.
7. Respect the privilege of the use of public facilities. Always help with equipment and in keeping the field/dugout/surrounding area clean.
8. Refrain from the use of bad language and from the use of drugs, alcohol, or tobacco products.
9. Refrain from the use of social media to post negative comments, pictures, or other types of communications regarding other players, teams, or the CIGS organization.

PARENT CODE OF CONDUCT

As a softball parent/guardian, I recognize that parents/guardians are the most important role models for their children. I realize that sports help to develop a sense of teamwork, self-worth, and sportsmanship. As such, I agree to abide by the following:

1. Encourage good sportsmanship by demonstrating positive support for all players, coaches, fans, and officials at games, practices, and other sporting events. Talk to other family members watching the games also to abide by the rules of sportsmanship. There will be zero tolerance for heckling the umpires.
2. Be a "team fan" not a "My child fan".
3. Place the well-being of my child before personal desire to win.
4. Do not talk negatively about another player or a coach to your player. Encourage positive talk - even after the tough games.
5. Advocate a sports environment for my child that is free of drugs, tobacco, alcohol, and foul language. For obvious reasons, any of these behaviors will not be tolerated at youth sporting

events.

6. Encourage my child to play by the rules and show respect for teammates, coaches, opposing team members and coaches, fans, and umpires.
7. Our coaching staff and association always make decisions with the intent to do what is best for the players. Please keep this in mind when discussing our program with other parents and community members.
8. Remember that these kids are playing a game. It's their game. Let the kids have fun!
9. Cell phones and social media can be a great place to post and share accomplishments, but they can also negatively affect our girls' moral and confidence. Please help in making our girls have a safe environment.

COACHES CODE OF CONDUCT

As a softball coach, I recognize that I am a role model for every individual on my team and for all participants and spectators. Due to my very important position as a youth coach, I agree to abide by the following:

1. Place the emotional and physical wellbeing of my players ahead of a personal desire or external pressure to win.
2. Do my best to provide a safe playing environment for all participants.
3. Lead by example by demonstrating fair play and sportsmanship to all.
4. Provide a sports environment for my team that is free of drugs, alcohol, tobacco, or foul language.
5. Respect the game, all league officials, Grand Slammer board members, and umpires and communicate with them in an appropriate manner.
6. Be knowledgeable of the league rules and regulations and teach these to the players on my team.
7. Encourage my team members and fellow coaches to play by the league rules and show respect for teammates, coaches, fans, umpires, and the opposing team members and personnel.
8. Be responsible for my own behavior and the behavior of my team members, their parents, and fans.

CONFLICT RESOLUTION

The best way to work out a difference of opinion is for the parties involved to meet with one another. This is true whether the discussion is between parents, a Coach and player, a Coach and Team Representative, or a Coach and a parent.

- Players and parents should first discuss the matter with the team's coaching staff.
- If the issue cannot be resolved to the satisfaction of all parties, the matter should be presented to the Board for final resolution. In this case, the following steps must be adhered to:
- Notify the GSFA President of the grievance.
- The board will attempt to resolve the grievance by communicating with and obtaining information from all parties involved.

The GSFA Board may use all means at their disposal to resolve the grievance including, but not limited to the following:

- Review the Grievance
- Meet with all parties involved separately and then together.

- The Board may meet to find a resolution.
- All parties may be notified of the Boards decision.

Corrective Action Policy

Players who do not comply with rules, regulations, and CIGS Policies & Procedures will be subject to disciplinary action. The CIGS Association will not allow a young athlete to create a negative experience for our programs. The Corrective Action Policy is in place to guide and/or assist coaches and CIGS Association staff run a positive experience program. The Corrective Action Policy is a 4-step system designed to forgive a mistake but to firmly address toxic behavior. For violations of rules, regulations, and or CIGS Players' Code of Conduct, 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. Coach will document this conversation and forward to Board.
- **Step 2-** Period Suspension: Coach will bench the offending player for one period of time during a game when he/she should be playing. Coach will document and inform the CIGS Board of Directors of the issue and period suspension.
- **Step 3-** Game Suspension: Coach will bench the offending player for 1 entire game when he/she should be playing. Coach will document and inform CIGS Board of Directors of the 3rd offense, prior to the player being 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 Removal: On the 4th offense the participant will be expelled from the league and no refund will be issued. The parent(s) then must make a formal request for the child to be re-instated into any future league. The child and parent(s) will then have to meet with the CIGS Board of Directors 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.