Benbrook Youth Baseball and Softball Association

Job Title: Director of Culture

Reports To: BYBSA President

# Mission

To provide a safe, fun, and competitive environment where youth athletes can grow in the sport of baseball and softball while developing life skills, sportsmanship, and community values.

# Vision

To be the premier youth baseball and softball organization in our region—fostering lifelong love for the game, leadership, and community pride.

# Values

Integrity • Respect • Growth • Teamwork • Accountability • Sportsmanship

# General Scope of Work

• Uphold and promote BYBSA’s mission, vision, and values.  
• Serve as the primary advocate for maintaining a positive and ethical league culture.  
• Attend regularly scheduled board meetings and league events.  
• Act as a visible ambassador for BYBSA in the community.  
• Collaborate across departments to ensure consistency in standards and decision-making.  
• Maintain an unbiased and professional demeanor when consulted on issues.  
• Comply with all relevant bylaws, policies, and codes of conduct.  
• Perform any other duties as assigned by the President or the Board of Directors.

# Position-Specific Responsibilities

• Responsible for implementing new programs and activities to enhance and maintain a clear, strong, fair, and equitable culture and sportsmanship for all parties.

• Develop and implement initiatives that promote respect, teamwork, and positive behavior across all levels of the league.  
• Review, update, and maintain Codes of Conduct for Coaches, Players, Parents, and Board Members.  
• Educate players, parents, and coaches on BYBSA’s mission, vision, values, and expected standards of conduct.  
• Provide objective and impartial recommendations to the President and Board to support fair and equitable decision-making.  
• Collaborate with the President and Vice President on disciplinary actions, if requested.   
• Foster an environment of integrity and enjoyment by modeling fairness, positivity, and professionalism.  
• Provide ongoing feedback and suggestions for strengthening the culture and ethics of the league.

# Signature of Acknowledgment

I, the undersigned, confirm that I have received, reviewed, and understand this job description and scope of work for the role of Director of Culture with BYBSA and agree to conduct myself in accordance with the organization’s mission, vision, and values.

Printed Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Position Title: Director of Culture

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_