

# **ROLLA SLIDERS BASEBALL & SOFTBALL CLUB BY-LAWS**

**Edition Dated: 11/2/2025**

## **I. Name**

The Organization shall be known as **Sliders Baseball and Softball Club**, hereinafter referred to as the Organization. The organization has been established as a non-profit corporation under the laws of the State of Missouri.

## **II. Purpose**

The purpose of the Organization shall be to organize and supervise the playing of competitive baseball and softball under specialized rules and regulations, to secure the suitable and adequate financial backing for these purposes, and to own, lease or otherwise obtain the use of suitable playing facilities and equipment for these purposes. The Organization is organized exclusively for charitable, religious, educational, and scientific purposes under section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future tax code.

## **III. Membership**

Any parents or guardians of active players, active team or sponsors, or active volunteer adult leaders shall be considered members of the organization. For purposes of this provision, "active" shall mean actual participation during the prior season. Membership is restricted to those who are at least eighteen (18) years of age and excludes anyone who may have been specifically banned from the organization by its Board of Directors.

The Organization shall not discriminate based upon age, sex, gender, national origin, race, or religion.

## **IV. Policies of the Organization**

### **A. Welfare of Young People**

It shall be the policy of the Organization to conduct its activities so that the physical and moral welfare of the young people whose benefit it is organized shall remain paramount and all matters of policy shall be determined on that basis.

### **B. Conflict of Interest**

No person who is a member of or who is employed by or who is in any way connected with the Organization shall receive any personal financial benefit therefore beyond the reasonable value of services in carrying out the purpose for which the Organization has been organized.

### **C. Sponsors and Advertising**

In order to secure suitable and adequate financial backing to carry out the purpose of the Organization, it shall be the policy of the Organization to permit only such sponsorship as is consistent with the purpose for which the Organization is organized and to select sponsors who are interested in the Organization solely or principally as a means of contributing to the welfare of young people.

**Sponsorship Duration:**

The duration of sponsorship agreements will align with the current baseball/softball season, including the fall, spring, and summer seasons, for the year(s) in which the sponsorship is donated. Sponsorships will be valid for the full cycle of the specified seasons and may be renewed at the end of each term.

**Sponsorship Guidelines:**

Sponsors must align with the core values of the Organization, supporting youth development, education, and community welfare. Sponsors associated with products or practices that conflict with these values (e.g., tobacco, alcohol, or gambling) will not be accepted.

**Types of Sponsorships:**

- Monetary Sponsorships: Sponsorships that provide financial support for general or specific needs within the Organization.
- In-Kind Sponsorships: The Organization also accepts in-kind sponsorship donations, including but not limited to equipment, supplies, services, or other items that support the Organization's programs and activities. The value of in-kind donations will be evaluated and acknowledged accordingly.
- Exclusive Sponsorships: A limited number of exclusive sponsorship opportunities may be offered to companies that provide significant support, such as being an official sponsor for a season or specific event.

**Allocation of Funds:**

Teams may secure individual "banner" sponsorships, or sponsorships may be obtained on behalf of the Organization as a whole. Unless otherwise agreed, sponsorship funds obtained by the Organization cannot be directed to a specific team. The Organization may also receive sponsorships through team-led fundraising initiatives. Funds raised by a team's sponsorship will be allocated directly to that team to cover expenses such as tournaments, equipment, and related costs. Funds raised on behalf of the Organization as a whole, however, will require Board approval before distribution. These funds may be distributed evenly among teams or retained in the general fund to support the Organization's broader mission.

**Recognition and Benefits:**

Sponsors will be recognized through various means, including but not limited to logos on event banners, website mentions, and social media shout-outs.

**Conflict of Interest:**

All sponsorship agreements must be approved by the Board of Directors. Board members and staff involved in securing sponsorships must disclose any potential conflicts of interest, and all decisions will be made based solely on alignment with the Organization's mission.

**Individual Team Fundraising Guidelines****1. Approval Process**

All individual team fundraisers must receive prior approval from the Board before their set start date. This ensures the organization can support each team's fundraising efforts and goals effectively.

## 2. **Fundraiser Timing and Overlap**

To maximize the success of all teams, it is prohibited for fundraisers of similar types to run consecutively or overlap. The organization aims to prevent donor fatigue and ensure that all teams have the opportunity to meet their financial goals.

## 3. **Fundraiser Submission Requirements**

To obtain approval, the Head Coach or Team Representative must submit the following information to the Board for review and approval:

- Fundraiser Type/Description – A detailed description of the fundraiser, including its nature and execution.
- Start and End Dates – Clear start and end dates for the fundraiser, ensuring no overlap with other team fundraisers.
- Additional Information – Any other relevant details that will help the Board in evaluating the fundraiser.

## 4. **Fundraising Success**

The Organization is committed to ensuring that all teams have the best possible opportunity to raise the necessary funds to meet their goals. Adherence to these guidelines will help achieve this mission while maintaining fairness and balance within the community.

## **D. Coaches & Players**

All Head Coaches and Assistant Coaches are subject to Board approval. A coach may only serve as the Head Coach for one (1) team. All coaches and players are expected to promote and maintain good sportsmanship at all times, including during practices, games, and any additional functions. Coaches must adhere to the USSSA Coaches' and Parents' Code of Ethics and any additional rules set by the Board of the Organization. Coaches are required to treat all officials and umpires with courtesy and respect. Players are expected to treat all coaches, organization officials, and umpires with the same level of courtesy and respect.

## **Coaching Responsibilities**

- **Attendance and Commitment:** Coaches are required to attend all scheduled team practices, games, and any other events (e.g., team meetings, tournaments) as agreed upon prior to the season. If unable to attend, coaches must provide timely notice and arrange for an assistant or alternate coach to fill in.
- **Practice Planning:** Coaches are responsible for preparing and executing safe and effective practices that align with the goals of the organization. Practices should be designed to develop player skills, promote teamwork, and ensure player safety.
- **Player Safety:** Coaches must maintain a safe playing environment. This includes ensuring that players are properly equipped, fields are safe for play, and that all health protocols (e.g., concussion awareness, injury prevention) are followed.
- **Communication:** Coaches must maintain clear and open communication with players, parents, and the Board. Regular updates regarding schedules, expectations, and any team-related matters should be provided in a timely manner.

### **Coach Selection and Approval**

- **Approval Process:** All Head Coaches and Assistant Coaches must be approved by the Board before being assigned to a team. Coaches will be selected based on qualifications, experience, and their alignment with the organization's values and mission.
- **Assistant Coach Selection:** Assistant Coaches will be selected by the Head Coach, subject to final approval by the Board. The Head Coach will provide the Board with the names of their chosen Assistant Coaches prior to the season.
- **Background Checks:** All coaches (Head Coaches and Assistant Coaches) must undergo a mandatory background check before approval. This includes criminal background checks and any other screenings as determined by the Board to ensure the safety of players.

### **Player Dues & Participation**

- Final payment of dues must be made before uniforms are ordered and before players are eligible to participate in spring games. All accounts must be current on dues in order for players to remain in good standing.
- Dues for each season will be discussed prior to annual tryouts and communicated directly to coaches. Dues are on a two-payment schedule, with deferment allowed in cases of financial hardship, provided the family communicates with the board in advance.
- The payment structure is subject to change pending board vote and approval.

### **Use of Facilities and Equipment**

- **Field and Equipment Responsibility:** Coaches are responsible for ensuring that all equipment (e.g., bats, balls, gloves) is properly maintained, safe for use, and complies with league rules. Coaches must also ensure that fields, dugouts, & facilities are left clean and organized after use.
- **Field Usage:** Coaches must adhere to scheduled field times and coordinate with the Board or facility managers to avoid conflicts with other teams or activities. Coaches are responsible for ensuring proper use of the facilities during practices and games.

### **Conflict Resolution and Team Dynamics**

- **Dispute Resolution:** Coaches should address conflicts within the team or with parents in a constructive and professional manner. Coaches must report any unresolved conflicts to the Board for further mediation if necessary.
- **Team Cohesion:** Coaches should foster a team environment where collaboration, respect, and mutual support are prioritized. This includes resolving personal conflicts between players and ensuring that every player feels valued and included.

### **Conflict of Interest – Coaches**

To uphold the integrity and mission of Sliders Baseball and Softball, all coaches are expected to act in the best interests of the organization and its athletes at all times.

A conflict of interest exists when a coach's involvement with another team, league, or organization, whether directly or indirectly, compromises or appears to compromise their ability to prioritize the development, goals, or competitive integrity of Sliders Baseball and Softball.

This includes, but is not limited to, recruiting or encouraging players from the Sliders organization to join another team or organization. The consideration or attempt to transition Sliders players elsewhere for the benefit of another program will be viewed as a direct conflict with the values and commitment expected of our coaching staff.

All potential or actual conflicts of interest must be promptly disclosed to the Board of Directors.

The Board retains the right to review any such situations and, by majority vote, may determine whether the conflict materially affects the coach's ability to serve. Based on that determination, the Board may take appropriate action, including suspension or removal of the coach from their position.

The decision of the Board shall be final.

### ***E. Disciplinary Guidelines***

Enforcement of playing rules at games shall be the sole responsibility of the umpire(s) who have been assigned to the game. Enforcement of additional conduct rules shall be the joint responsibility of the USSSA Coordinators, umpires assigned to that game, any Board members present at the game and any other Organization officials who have been given authority by the Board.

Violations of conduct rules for coaches and players include (but are not limited to) the following:

- Fighting;
- Foul language;
- Bullying
- Gambling
- Derogatory remarks made to umpires, coaches, or Organization officials;
- Improper decorum in the dugouts or on the fields;
- Cheating or fraud of any kind;
- Destruction of Organization or city property;
- Continued use of improper equipment or wearing of an improper uniform after being warned;
- Malicious conduct of any kind;
- Violation of [USSSA GUIDELINES](#) of General Conduct;

Thus, if a coach, player, or fan is ejected from a game for any of the aforementioned violations, he/she must leave the playing field immediately and the park within 10 minutes of ejection. (A coach or fan can only return to the park to pick up a player once the game is completed.) Failure to act accordingly will result in the suspension from the Organization for the rest of the season. Additionally, the Organization may pursue criminal trespass charges if the police are required to remove someone from the park.

In addition to the ejection from the game, the coach, player and/or fan will receive the following

suspension and penalties:

1. First offense: Suspension for two (2) games for the party involved.
2. Second offense: Suspension for one (1) week, encompassing both practices and games, for the individual involved (parent, guardian, or coach) as well as their child.
3. Third offense: Permanent suspension from participation in the Organization for the season.
4. Fourth offense: Lifetime expulsion

If the offense occurs in the last game of the season, the proscribed suspension will be effective for the following season or the next season in which the violator participates.

These penalties are automatic and do not require a ruling by an Organization official or a vote by the board. The coach, parent, or player may appeal to the Board. After investigation of the facts and circumstances surrounding the misconduct, the Board may overrule the prescribed suspension or continue with the necessary penalty.

## **Tryouts, Coach Selection, and Team Formation**

### **1. Annual Tryouts**

- Following the completion of each season, tryouts for both Baseball and Softball will be held annually. The specific date and location for tryouts will be determined by the Board and communicated to all members in advance.

### **2. Coaches' Meeting and Assistant Coach Selection**

- Prior to the tryouts, a coaches' meeting will be held for all approved Head Coaches of the upcoming season. Only head coaches who have been officially approved by the Board or the Coach Selection Committee will be eligible to attend this meeting.
- During this meeting, Head Coaches will submit their requests for Assistant Coaches. The final selection and approval of Assistant Coaches will be at the discretion of the Board. Once approved, the Head and Assistant Coaches will work together to facilitate and manage the tryout process.

## **Team Placement, Divisions, and Playing Time Policy**

### **1. Team Placement and Evaluation**

- Players will be evaluated during tryouts based on skill level, athleticism, and overall potential. The evaluation process will be conducted by the Head Coaches, Assistant Coaches, and any other individuals designated by the Board.
- Team formation will be based on player evaluations, age divisions, and skill levels. Players will be selected by the Head Coaches and notified of their team placement within one (1) week following tryouts.

- **Roster Flexibility:** In situations where it is deemed necessary by the Organization, players may be moved within age groups. This will be done at the discretion of the Co-Executive Chairs with Head Coaches, with a maximum roster size of 16 players per team.

## **2. Competitive Baseball and Softball (No Equal Play Policy)**

- For competitive baseball and softball teams, there will not be an Equal Play policy. Playing time will be determined solely at the discretion of the Head Coach, based on factors such as player performance, commitment, and overall contribution to the team's success.
- Coaches are expected to make playing time decisions that are in the best interest of the team and each player's individual development.

## **Social Media & Organizational Representation Policy**

Use of the Sliders name, logo, or any official branding elements must be approved by the Board prior to distribution or publication. This applies to all digital and print materials, including but not limited to social media posts, promotional flyers, merchandise, and apparel.

### **Guidelines for Use:**

- Individuals may not use the Sliders name or logo on **flyers, social media content, or custom merchandise** without **prior board review and approval**.
- Any materials intended for public distribution (online or print) that include the organization's name or logo must be submitted to the board for approval before being shared.
- In cases where a personal item is created (e.g., a one-off custom gift), such as a commemorative item that is not sold or promoted under the Sliders brand, exceptions may be made. In these instances, files (e.g., logos) may be shared upon request with board consent.

This policy ensures the Sliders brand remains consistent, professional, and protected from unauthorized or inappropriate use.

## **V. Annual and Special Membership Meetings**

There shall be an annual membership meeting in January or September of each year, the time and place shall be determined by the Board of Directors. Notice of such meeting shall be made upon at least ten (10) calendar days' notice, the manner of such notice to be determined by the Board of Directors in their sole discretion. Such notice, subject to Board approval, may be in the form of direct mailing, or such public media such as newspaper, television, radio, Internet, etc.

The Board of Directors may call special membership meetings from time-to-time with notice as provided by Missouri law.

Only those persons who are members of the Organization (see "Membership "above) and are personally present at a membership meeting shall be eligible to vote at that meeting; there shall be no proxy voting. A majority of those present and eligible to vote at a membership meeting shall be required to conduct business, including the election of Board members. There shall not be any quorum requirements for a membership meeting, either annual or special.

A Board member must introduce any items for the membership meeting agenda.

## **VI. Board of Directors**

The Board of Directors of the Organization, hereinafter referred to as the "Board", shall be drawn from existing members of the Organization and elected by the membership at the annual meeting for the terms and in the manner provided for as follows:

The Board shall consist of not less than one (1) and not more than ten (10) persons. The term for all Board Members shall be one (1) year, with the exception of the Co-Executive Chair, Treasurer, and Communications/ Media Coordinator. These leadership roles may choose to remain in position until they are willing to step down. However, a 2/3 majority vote by the Board may remove any of these parties due to Code of Conduct (CoC) violations or insufficient service to the organization.

The prior Board shall determine, immediately prior to the annual membership meeting, the total size of the Board for the following year.

The Board, in its discretion, may remove any Board member upon the affirmative vote of two-thirds of the Board sitting at the time such issue is brought before the Board for vote. For purposes of removing a Board member, the quorum required to conduct such an issue is brought before the Board for vote. The Board may fill any vacancies on the Board at any regular Board meeting by a majority vote thereof. At its first meeting following the annual membership meeting, the Board shall elect its executive officers for that year. These officers shall include the Co-Executive Chair, Secretary, Treasurer, Communications/Media Coordinator, and Board Members at Large.

The Board shall meet at least quarterly or as often as needed to handle organization business. The time and place for such meetings shall be determined by the Co-Executive chair and shall be made known to all members of the Board upon at least 1-days' notice, oral, telephonic, email, or written. Any member may attend a Board meeting; however, membership participation shall be at the discretion of the Co-Executive Chair. Furthermore, the Board may convene in executive session to discuss or resolve such matters, which the Board, in its discretion, believes, should be handled confidentially.

The Board shall have full authority and discretion to make all policy, set budgets, and implement the ongoing business of the Organization consistent with the bylaws. Without limiting the generality of the foregoing, the

Board shall have the power to:

- Purchase or otherwise acquire for the Organization any property, right or privilege which the Organizations is authorized to acquire, by the price of consideration and upon such terms as the Board may deem appropriate;
- Determine the composition of sub-committees to deal with any and all special activities.
- Determine who shall be authorized on behalf of the Organization to sign bills, notices, receipts, acceptances, endorsements, checks, releases, contracts, and any other instruments. Without further action by the Board, the Co-executive chairs are so authorized.
- Delegate any of the powers of the Board to any agent of the Organization with any powers as the Board may see fit to grant;
- Suspend, discharge, bar or otherwise discipline any member, manager, coach, player, parent, organization official, umpire as well as other related people as needed without refund whose conduct is considered detrimental to the best interests of the Organization (see Article IV, Section E Disciplinary Guidelines);
- Set registration fees and award scholarships;
- Generally, do all such lawful acts and take actions as may be necessary and proper.

### ***VII. Financial Policy***

The Board shall decide all matters pertaining to the finances of the Organization, bearing the responsibility to conduct the financial affairs of the Organizations in a prudent business-like manner. The Board shall institute policy relative to the preparation and acceptance of an annual budget, and periodic and annual presentation of financial reports, and an annual audit of the books of the League.

No officer shall be permitted to expend, on any particular item or task, more than One Hundred Dollars (\$100.00) without prior Board approval.

### ***VII. Duties of Officers***

#### **A. The Co-Executive Chair shall:**

- Preside over all meetings of the Board and the Organization.
- Serve as the Chief Executive Officer (CEO) of the Organization, overseeing its overall operations.
- Represent the Organization at external meetings, including those with other organizations and the City of Rolla/Saint James
- Be responsible for registering teams with USSSA Baseball and handling all related coordination with USSSA.
- Work in tandem with other board members and perform all duties customarily associated with the Office of President, ensuring the effective and smooth operation of the Organization.

#### **B. The Secretary shall:**

- Maintain custody of the Organization's Articles of Incorporation, Bylaws, minutes, and all other records, excluding financial documents.
- Keep accurate and comprehensive records of all meetings and activities of the Organization and the Board.
- Ensure the smooth transition of records and responsibilities to the succeeding Secretary.

#### **D. The Treasurer shall:**

- Oversee the receipt and disbursement of all funds with the approval of the Board, ensuring financial accountability.
- Maintain accurate records of all financial transactions, providing transparency and fiscal oversight.
- Present regular financial reports during meetings and submit reports at the President's request.
- Compile an annual financial report for review by the Board and stakeholders.
- Ensure the seamless handover of financial records and responsibilities to the succeeding Treasurer.

**E. The Communications/ Media Coordinator shall:**

- Manage the Organization's digital presence, including social media accounts, website updates, and other online communications.
- Develop and implement marketing strategies to promote the Organization's programs, events, and sponsors.
- Coordinate the creation of promotional materials, such as flyers, newsletters, and advertisements, to ensure consistent and professional branding.
- Serve as the point of contact for media inquiries and public relations efforts, ensuring positive and accurate representation of the Organization in the press.

**F. Board Members at Large shall:**

- Support the mission, vision, and strategic goals of the organization by actively participating in board meetings and decision-making processes.
- Attend and participate in regular board meetings, committee work, and organizational events to contribute insights and expertise.
- Collaborate with fellow board members to develop policies, provide strategic direction, and ensure the organization's continued growth and sustainability.
- Assist with fundraising efforts by identifying potential donors, sponsors, and partners, and support key initiatives to secure financial support for the organization.
- Support the creation and evaluation of long-term strategic plans, ensuring that the organization's goals align with its mission and vision.
- Assist in the development and review of key organizational policies and procedures, ensuring compliance with legal and ethical standards.
- Stay informed about the organization's programs, challenges, and achievements, and maintain a general understanding of the organization's financial position and strategic goals.
- Actively contribute to discussions and decisions regarding the organization's risk management, ensuring that potential risks are identified and mitigated.

**Team Representatives**

**1: Purpose and Role**

Team Representatives are non-voting members of the Board of Directors who serve as liaisons between individual teams and the Board. Their primary responsibility is to ensure effective communication and to represent the interests and concerns of their respective teams to the Board.

## **2: Duties and Responsibilities**

The duties of the Team Representatives shall include, but are not limited to:

1. **Liaison Role:** Act as the primary communication link between the team and the Board, conveying updates, issues, and suggestions from the team to the Board of Directors, and vice versa.
2. **Meeting Participation:** Attend Board meetings as available and team-related events as necessary to stay informed and represent the team's needs and concerns.
3. **Feedback Collection:** Gather feedback, concerns, and ideas from team members and communicate them to the Board in a constructive manner.
4. **Team Advocacy:** Represent the team's interests in Board discussions, ensuring that decisions made by the Board consider the needs and perspectives of all teams.
5. **Assist with Team Engagement:** Work to foster team involvement in organizational activities and help coordinate team-related initiatives as needed.
6. **Support the Organization's Goals:** Collaborate with the Board and other Team Representatives to help further the organization's mission and ensure consistency in policies and procedures across all teams.

## **3: Appointment and Approval**

1. **Selection:** Team Representatives shall be nominated by the team's coaching staff prior to the start of each season. Coaches should aim to select a representative who is not a spouse of the Head Coach or Assistant Coach, in order to maintain impartiality and avoid potential conflicts of interest. However a spouse may serve as Team Representative if necessary.
2. **Approval:** The nominations for Team Representatives will be submitted to the Board of Directors for review and approval before the start of the season. The Board will vote to confirm the selection of Team Representatives.

## **4: Term**

The term for a Team Representative shall coincide with the sports season, and they may be reappointed for successive terms based on Board approval.

## **5: Removal**

The Board of Directors reserves the right to remove any Team Representative for failure to perform their duties or for any other reason deemed necessary by a majority vote of the Board.

## **IX. Fiscal Year**

The fiscal year of the Corporation shall be fixed by the Board of Directors from time to time, subject to applicable law. The initial fiscal year shall end on December 31st.

## **X. Dissolution**

Upon the dissolution of this Organization, assets shall be distributed for one or more exempt purpose within the meaning of section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code or shall be distributed to the federal government, or to a state or local government, for a public purpose.

## **XI. Amendments**

These Bylaws may be amended by a majority vote of the Organization members at the membership meeting.

## **XII. Indemnity**

- A. Any person made a party to any actions, suit, or proceeding, by reason of the fact that he, his testator or intestate representative is or was a Director, Governing Board member, officer, or

employee of the Corporation, or of any corporation in which he served as such the request of the Corporations, shall be indemnified by the Corporation against reasonable expenses, including such attorney's fees actually necessarily incurred by him in connection with the defense of such action, suit, or proceeding, or in connection with any appeal therein, except in relation to matters as to which it shall be adjudged in such action, suit, or proceeding, or in connection with any appeal therein that such officer, Director, Governing Board member or employee is liable for negligence or misconduct in the performance of his duties.

- B. The foregoing right of indemnification shall not be deemed exclusive of any other rights to which any officer or Director, Governing Board member, or employee may be entitled apart from the very provisions of this section.
- C. The amount of indemnity to which any officer, Director, or Governing board member may be entitled shall be fixed by the Board of Directors, except that in any case where there is no such disinterested majority of the Board available, the amount shall be fixed by arbitration pursuant to the then existing rules of the America Arbitration Association.

**XII. Discrimination Not Permitted**

In rendering its functions and in exercising its purposes, the corporation shall not practice or permit discrimination on the basis of sex, age, race, national origin, religion, physical handicap, or disability.

IN WITNESS WHEREOF, THESE BYLAWS HAVE BEEN DULY ADOPTED THE [[ 2025 ]] BY CONSENT OF THE [[ 1st ]] DAY OF [[ November ]]

MEMBERSHIP OF THE ORGANIZATION AT ITS ANNUAL MEETING.

[[ OFFICIAL ]]

Erik Cravens	Co-Executive Chair
Dan Mendenhall	Co-Executive Chair
Michelle Bock	Secretary
Carrie Grunloh	Treasurer
Trista Aultman	Communications / Media Coordinator
Annie Bailey	Board Member at Large