

AMENDED AND RESTATED BY-LAWS OF THE MARSHALL AREA YOUTH BASEBALL ASSOCIATION

Article I: Introduction

Section 1. The following amended and restated bylaws, together with the Articles of Incorporation and the law of the State of Minnesota, now, and from time to time hereafter, in effect shall govern the operation and conduct of the Marshall Area Youth Baseball Association.

Section 2 – Purpose. It shall be the purpose of the Marshall Area Youth Baseball Association to provide the youth of Marshall and the surrounding area with the opportunity to participate in organized and supervised baseball and to encourage each participant to pursue his or her own individual level of skills and ability. The Association will operate by the policy that for all participants who come to practice, will have the opportunity to participate in games. The Association shall not discriminate against participants, coaches, or members regardless of their sex, creed, race, heredity, marital status, or otherwise, but shall consistently protect the best interests of the participants, coaches, or members and uphold the laws of the appropriate jurisdictions whether local, state, or federal.

Section 3 – Fiscal Year. The fiscal year of the Association shall be from January 1 to December 31.

Article II: Membership

Section 1 – Eligible Participants. Any child, who is of appropriate age for an in-house sponsored team, a resident of the Marshall area, or who is from the surrounding community shall be eligible to participate and play on an in-house team. Any child who is of the appropriate age for a traveling team must be a permanent resident of Marshall or a member of School District 413 to be eligible to participate on that respective team. Any special situations will be voted on by the Board of Directors.

Section 2 – Individual Members. Anyone who participates, volunteers, or takes an interest in the affairs of the Association shall be considered an individual member.

Section 3 – Dues. Individual members will not have to pay dues to be a member of the Association. A fee will be charged for eligible participants to participate and play on a team. This fee will be set by the Board of Directors of the Association and can be adjusted from time to time. This fee must be paid in full or provision made for its payment before eligible participants will be allowed to participate. The Senior Director will have discretion in assessing a penalty on a case by case basis based on a late fee payment or non-payment of participation fees by individuals or families. The late fee, date and amount will be set at the discretion of the Board of Directors. Individual members may request a fee waiver to participate and play on a team. Fee waiver requests should be submitted to the MAYBA President and/or Senior Director.

Section 4 – Voting. Each individual member shall have one vote to elect directors or vote for any other items of business the Board wishes to bring before the membership at the annual

meeting or at any special meeting called for that direct purpose. Directors will be elected by a majority vote of the members present. At all elections of Directors, the voting shall be by ballot.

Article III: Directors

Section 1 – Number of Directors. The management, property, affairs, and business of the Association shall be managed by the Board of Directors which consists of up to fourteen (14) members.

Section 2 – Responsibilities and Duties. The Board of Directors shall:

1. Perform all duties specifically delegated to it in the Articles of Incorporation.
2. Create and approve all budgets necessary for the transaction of all business.
3. Fill vacancies among the officers of the Association by a vote of a majority of those present at a regularly monthly meeting.
4. Make rules found in the Association's Parent/Player Handbook for the conduct of members of the Association and for the use of the Association's property.
5. Fix and enforce penalties for the violations of such rules of the Policies, Articles, or By-Laws.
6. Prescribe and publish rules regulating the use of the equipment and facilities of the Association, both by members and participants in the baseball programs.
7. Appoint delegates of committees to confer with other Associations of clubs on any matter in which this Association may be concerned.
8. Make, alter, and amend rules for its own procedure and fix and enforce penalties for violation of such rules.
9. Approve appointments of special representatives or committees appointed by the President and define the duties and powers of such appointees.
10. Have complete jurisdiction over the Association's finances and have exclusive power to make authorize appropriations.
11. Have general power to manage all the affairs of the Association on any and all questions relating thereto, when not in conflict with the Articles of Incorporation or By-Laws.
12. Provide for the appointment of coaches, assistant coaches, and umpires.

Section 3 – Terms. Effective January 1, each director shall hold a term for one (1) or two (2) years. Directors may serve a maximum of four (4) consecutive terms. Filling of a partial term does not count as one of the four (4) terms. At the Board of Directors discretion, no more than four (4) directors shall be elected annually. In the event of a vacancy, the Board shall fill the vacant position by appointment for the balance of the unexpired term.

Section 4 – Election of Directors. The election of directors shall be at the annual membership meeting. At that meeting, nominations will be accepted for all vacant Board positions for the floor. Nominations will be accepted for all vacant Board positions from the members present. The nominees receiving the most votes from the membership shall be elected.

Section 5 – Meetings. The Board of Directors shall meet as determined by the Board of

Directors itself, meeting on a monthly basis from February through August of each year and one additional meeting from the months of September through January each year. One of the regular meetings shall be the annual as prescribed herein.

Section 6 – Qualifications of Directors. To qualify as a Director requires regular attendance of meetings, acceptance of committee appointments and active involvement in those committees. Any Director who misses three consecutive meetings or misses one-half of the meetings of the total meetings without notice to the Board will be subject to removal from the Board. Any member may attend a Directors meeting.

Section 7 – Quorum. A quorum consists of a minimum of eight (8) Directors present and at least two (2) officers present. A quorum is required for the transaction of any Association business. If the Board of Directors consists of less than 14 members, a quorum is one-half of total members plus one.

Section 8 – Removal of Director. Any Director may be removed from office by a 2/3 majority vote of the Board of Directors present at a meeting called for that purpose with proper notice to the persons involved.

Article IV: Officers

Section 1 – Election of Officers. The Board of Directors shall each year following the annual membership meeting elect from the Directors a President, Vice President, Finance Director, Secretary.

Section 2 – Term of Officers. There shall be no limit, except as prescribed in Article III Section 3 on the number of consecutive terms that a member of the Association can serve as an officer of the Association.

Section 3 – Duties of Officers.

The PRESIDENT shall:

1. Enforce all laws, rules, and regulations of the Association.
2. Preside over all meetings of the general membership of the Association and all monthly meetings of the Board of Directors.
3. Have the power to invite persons, not members of the Association and schedule regular or special meetings or the Board of Directors.
4. Be an ex-officio member of all committees.
5. Perform such other duties as are specifically provided in the Articles and By-Laws and as shall be imposed by resolution of its Board of Directors.
6. Represent the Association on community committees or select individuals to represent the Association.
7. Ensure that all filings with the Minnesota Secretary of State are current and complete.

The VICE PRESIDENT shall:

1. Perform all duties of the President in the absence of the President.
2. Assist the President in any manner so designated by the President.
3. Appoint the members of such other special committees they may deem necessary, with the approval of the Board of Directors of the Association.
4. Perform such duties as are specifically provided in the Articles and By-Laws and as shall be imposed by the Board of Directors.
5. Represent the Association on community committees.

The FINANCE DIRECTOR shall:

1. Perform all duties of the President in the absence of the President, Vice President, and Secretary.
2. Keep account of all moneys received and deposited in the name of the Association in such depository as shall be designated by the Board of Directors.
3. Keep account of all money disbursed upon checks and vouchers having been delegated that authority by resolution of the Board of Directors.
4. Submit detailed audit of the annual financial statement of the Association for the preceding fiscal year to the Board of Directors within the first quarter of each fiscal year.
5. Submit detailed financial statement of the preceding month at each monthly meeting of the Board of Directors for their approval.
6. Provide the necessary documentation and account information to the CPA responsible for preparing and submitting the Association's tax return.
7. Prepare and distribute all Association budgets as they are created by the Board of Directors.
8. Perform such other duties as are specifically provided in the Articles and By-Laws and as shall be imposed by the Board of Directors.
9. Represent the Association on community committees.

The SECRETARY shall:

1. Keep the minutes of the meetings of the Association and the Board of Directors.
2. Conduct official correspondence of the Association.
3. Keep all records, books, documents, and papers relating to the Association in such place and form as shall be designated by the Board of Directors.
4. Issue a current copy of the By-Laws of the Association to each officer and director of the Association. Additional copies are available to any member at www.marshallbaseball.net.
5. Perform all duties of the President, Vice President in the absence of the President and Vice President.
6. Perform such other duties as are specifically provided in the Articles and By-Laws and as shall be imposed by the Board of Directors.
7. Represent the Association on community committees.

There will be a parent representative for each group from ages 10-14, VFW Orange, VFW Blue, and Legion baseball.

The PARENT REPRESENTATIVE shall:

1. Be responsible for communicating with coaches and parents for each team.
2. Address concerns with parents and coaches regarding each team.
3. Report back to the Board regarding any complaints and/or concerns.
4. Communicate with parents regarding the resolution and action taken by the Board of Directors resolving any complaints.
5. Complete respective tournaments workers schedule and communication of such workers schedule.
6. Manage equipment and uniforms for 14's, VFW Black & Orange and Legion Teams.
7. Be a member of the Home Tournament Committee and State Tournament Committee representing their respective age group.

Section 4 – Removal of Officers. Any officer may be removed from office by a 2/3 vote of the entire Board of Directors at a meeting called for that purpose with proper notice to the persons involved.

Article V: Directors and Managers

Section 1 – Number of Directors and Managers. The day to day management, property, affairs, and business of the Association shall be managed by a MAYBA Senior Director and subsequent managers which shall consist of a MAYBA Operations Manager, the MAYBA Youth Baseball Manager, and the Concessions Manager.

Section 2 – Responsibilities and Duties. The Director and Managers are in charge of the general operations of the Association and are responsible for carrying out the duties and the overall vision of the Board of Directors. The Director and Managers are in charge of the general tasks of fulfilling the vision of the Board of Directors.

Section 3. The Director is a member of the Board of Directors and all managers are ex-officio members of the Board of Directors and are integral and important to the general direction of the Association. As such, they are empowered to give advice and input to the Board of Directors to help fulfill the vision of the Board of Directors for the Association.

Section 4 – Duties of Directors/Managers.

The SENIOR DIRECTOR shall:

1. Oversight of the baseball program and may choose to manage one of the teams.
2. Schedule VFW and Legion baseball games/tournaments.
3. Provide oversight of the 14's, VFW Orange, VFW Black, and Legion, including providing expectations of each team.
4. Be responsible for managing head and assistant coaches for Legion, VFW and 14 year old teams.
5. Be responsible for choosing the traveling team rosters for age groups 10-13 no later than March 15 of each year. (Any special situation will be discussed and voted on by the Board of Directors).
 - a. In regard to 10 year old and 11 year old traveling teams, if there is enough

- participants for two traveling teams, traveling teams shall be split equally.
- b. For 12 year old and 13 year old traveling teams, teams shall be split between "A" and "B" team with the division at the discretion of the Senior Director.
 - c. If an age group only has enough participants for one team, the team shall be chosen based upon talent by tryouts and shall have a maximum of 13 players on a team.
6. Be the "Face of Marshall Baseball" including periodic participation in morning practice for 8-13 year olds, appearances at evening in-house games, appearances at 14's, VFW Orange, VFW Black, and Legion games as schedule allows, appearances at weekend tournaments, and support the State Tournament we host including being present and welcoming visitors.
 7. Have final decision making authority and approval, based upon Board input, in selecting coaches for traveling teams.
 8. Holding a meeting with all traveling coaches at the beginning of the season.
 9. Resolution authority for all travel team complaints, disputes or concerns. At the Senior Director's discretion, notification to and input from the Parent Representative and Board of Directors can be requested.
 10. Managing and setting a budget for VFW Orange and Black, and Legion.
 11. Manage the MAYBA Youth Baseball Manager.
 12. Be responsible for board communication and updates including reporting to the MAYBA Board of Directors.
 13. Being part of the Legion Baseball Committee.
 14. Schedule games and assisting in tournaments for 14's.
 15. Assist in managing any VFW or Legion tournaments along with the Senior Director and parent rep.
 16. Managing and setting a budget for 14's.
 17. Create an umpiring schedule for MAYBA in-house games from VFW and Legion players, posting on the website and allocating no money for in-house games except for championship games.
 18. Managing umpiring schedule for 14's and VFW.
 19. Handle rescheduling and rainouts.
 20. Assist in scheduling practice for 14's, VFW and Legion including posting schedules on website.
 21. Managing website for 14's, VFW's, and Legion.

The YOUTH BASEBALL MANAGER (also called IN HOUSE DIRECTOR) shall:

1. Be overall responsible for ages 8-13.
2. Manage practices.
3. Organize practice plans.
4. Select in-house teams.
5. Schedule in-house games and tournaments.
6. Select and direct in-house team coaches including holding a meeting at the beginning of the season with in-house coaches.
7. Order in-house hats and t-shirts.
8. Hire and manage a staff of 6 or a different number if determined by the Board of Directors.
9. Provide the orderly management of equipment for in-house and traveling teams.

10. Be responsible for scheduling and managing 2 employees to be at every MAYBA night.
11. Manage the MAYBA website for in-house baseball.
12. Responsible for making weather related decisions for In house baseball.
13. The In-house Manager shall report to the Senior Director.

The CONCESSIONS MANAGER shall:

1. Manages concession products.
2. Manages concessions for weeknight in-house games.
3. Opens concessions for tournaments.
4. Work State Tournament if awarded to Marshall.
5. Set and communicate in-house parents workers schedule.
6. Reports to the MAYBA Board of Directors President and MAYBA Board of Directors Finance Director.

Article VI: Meetings of the Association

Section 1 – Types of Meetings. The types of meetings that the Association can conduct are 1) general meetings of the Board of Directors; 2) special meetings of the Board of Directors; 3) general membership meetings; 4) annual membership meeting. All meetings of the Association will be conducted using Robert's Rules of Order.

Section 2 – Quorum. A quorum shall consist of at least 8 members present at the meeting whether a meeting of the Board of Directors or general membership meeting. A quorum is required for the transaction of any Association business. If the Board of Directors consists of less than 14 members, a quorum is one-half of total members plus one. See Article III, Section 7 for director's quorum.

Section 3 – Notice of Meetings. Notice of every director's meeting shall be made by the Secretary before the meeting and notice of special meetings shall specify the subject for which said meeting is called and no other business than that specified in the notice shall be transacted at such special meeting. A notice for the annual membership meeting shall be posted on the www.marshallbaseball.net, organization website, if changed.

Section 4 – Annual Meeting. The annual meeting of the Association will take place within ninety (90) days of the end of the fiscal year.

Section 5 – Order of Business. At a general director's meeting the order of business shall be:

1. Roll call
2. Introduction of visitors
3. Approval of minutes of preceding minutes
4. Finance Director's report
5. Charitable gaming report
6. Committee reports
7. Old business

8. New business
9. Next meeting date
10. Adjournment

At the annual meeting of the member the order of business shall be:

1. Reading approval of minutes of previous annual membership meeting
2. Finance Director's report
3. Committee reports
4. Old business
5. New business
6. President's report
7. Nominating report (set number of directors needed for next year and nominate directors recommended)
8. Nominations for directors from members
9. Elections of directors by ballot
10. Adjournment

Article VII: Standing Committees

Section 1 – Membership. All standing committees shall be composed of Association members and be chaired by a member appointed by the President or Vice President and approved by the Board of Directors.

Section 2 – Meetings. All standing committees shall meet when called by the Senior Director or the chairperson of the committee or at the request of two or more members of the committee.

Section 3 – Duties of Standing Committees. The standing committee's duties be as prescribed by the Association By-Laws with general requirements as indicated herein. To the extent that general jurisdiction of one committee overlaps that of another, the Senior Director of the Association shall define the duties of each. No committee shall have the authority to create any indebtedness whatsoever, except on specific authority from the Association's Board of Directors.

Section 4 – Standing Committee. The Association will have the following standing committees:

EXECUTIVE COMMITTEE shall be chaired by the President, and include the Vice President, Finance Director, Secretary, and Senior Director. Duties include transaction of business between meetings, reporting those decisions at the next decisions at the next meeting, and working with the managers to provide for the harmonious transaction of business on behalf of the Association. This committee may only approve indebtedness as authorized by the full Board of Directors.

TRAVELING TOURNAMENT SCHEDULING COMMITTEE shall be responsible for scheduling all

traveling team tournaments for traveling teams ages 10 through 14 prior to March 31 of each year.

HOME TOURNAMENT COORDINATOR COMMITTEE shall handle all entry forms, create tournament brackets for Marshall Tournaments, including actively recruiting additional teams for Association tournaments and providing MSF contact for qualifiers and state tournaments, and hire and organize umpires as necessary for the tournament. Be responsible for ordering trophies and medals for each tournament.

TRAVELING TEAM COMMITTEE shall work with community services and traveling team coaches to schedule practices for all traveling teams with the expectation of a minimum of two practices per week beginning in early May. Said schedules shall be posted on the organization's website immediately upon being made available. Shall be responsible for ordering and securing all necessary equipment and uniforms for traveling teams and, as necessary supplementing equipment upon request of coaches and approval of the Board of Directors.

FUNDRAISING/SPONSORSHIP COMMITTEE shall be responsible for securing sponsorships for the Association in general and for traveling teams and in-house teams. The sponsorship committee shall set sponsorship rates, subject to approval of the Board of Directors. In addition, the sponsorship committee shall be responsible for any and all additional fundraising on behalf of the Association.

REGISTRATION COMMITTEE shall be responsible for organizing the signup and organizational meeting on behalf of the Association and handling all registrations for all teams for the Association. The registration committee shall, in addition, be responsible for publicity and notice regarding registration and organizational meetings.

CONCESSIONS COMMITTEE shall be responsible for all aspects of operating the Independence Park Concessions Stands and working with the concessions manager.

STATE TOURNAMENT COMMITTEE shall be responsible for organizing and conducting the 13 year olds state tournament held annually on behalf of the Association. This committee shall be responsible for all aspects of the committee, including scheduling, coordinating, and handling the day to day tournament when held.

IN HOUSE COMMITTEE shall be responsible for yearly review of all in-house activities. Including, but not limited to: rosters, scheduling, coaches, format, rules and parent conduct. In-house committee will recommend appropriate changes for board discussion and potential board approval.

Section 5 – Ex-Officio Committees. In addition to the Association's standing committees, the Association shall have a place, as provided accordingly in each Organization's Bylaws to be a part of the VFW Committee, Legion Baseball Committee, and Marshall Baseball Association Committee as necessary. The representative of the Association for each committee shall be appointed by the Board of Directors with consultation with the Senior Director.

Article VIII: Amendments to Bylaws

Section 1 – Amendments. Amendments to these Bylaws may be made at the Board of Directors meeting by a two-thirds (2/3) vote of the Directors present, providing the notice of meeting specified in detail the nature of the change proposed.

ASSOCIATION OPERATIONS

Financial Management

1. The Finance Director shall be the chief financial officer of the Association and shall have the responsibilities as described in the By-Laws.
2. The Boards of Directors shall create the annual operating budget for the Board's approval and shall maintain financial record keeping in accordance with the budget and report status of the operating budget and other funds at the regular Board meetings. Bills of \$1,000 or more, shall be presented to the Executive Committee for a majority approval prior to payment.
3. The Board shall establish a dollar amount limit for coaches to spend without Board approval for team supplies on their own for which they will be reimbursed by the Board upon submitting a receipt and subsequent approval of the Board.
4. The checking account shall have one signature on the checks but multiple signatures on the signature card. It is the policy of the Association that checks written in excess of \$500 must have two designee signatures.
5. The Board shall determine which businesses are necessary to establish charge accounts and the persons whom shall be authorized to charge on these accounts.
6. The Board shall pre-approve expenditures based on budget estimates within a reasonable amount as determined by the Board. All expenditures shall be referenced by receipts or other acceptable documentation.

Fundraising

1. The Association shall be permitted as authorized by the Board of Directors, to engage in charitable gambling pursuant to applicable state and local government rules, for the financial betterment of the Association. The purpose of engagement of charitable gambling activities shall be for the betterment of the Association finances. The Association shall employ the services of a gambling manager who shall: a) be trained and knowledgeable about the rules of charitable gambling; b) implement the Board's policy decisions relative to charitable gambling; c) report to the Board as often as deemed necessary about the status of the Association's charitable gambling activities, and; d) comply with all applicable rules for the conduct of charitable gambling.
2. The Association shall engage in various fundraising program and activities for the purpose of improving the financial status of the Association's and the

defrayment of Association expenses. The nature and extent of the various programs may change from time to time as determined by the Board.

3. The Board shall appoint a person from within the Association to be a Fundraising Coordinator and may solicit the volunteer services of other Association members to assist with implementing the details and logistics of various fundraising activities and programs.
4. The Fundraising Coordinator shall develop a system to account for parent volunteer hours associated with assisting the Coordinator with fundraising.

Article IX: Disciplinary Guidelines

Section 1 - Player Expectations

1. Hustle at all times
2. Hard work
3. Be at all practices on time
4. Be coachable
5. Be a team player
6. Good sportsmanship (shake hands with other team after games, never make excuses for losses, never harass other players about beating them when you see them in school or elsewhere, accept the umpires and coaches decisions and get em next time)
7. On field procedures – no throwing or hitting until told to do so, meet on bleachers at the beginning of your practice to take attendance, listen when the coaches are talking.
7. Follow direction of coaches
8. Pants need to be worn for all practices and games
9. Shirt and jerseys need to be tucked in during games
10. Be at games 20-30 minutes before they start
11. Let coaches know ahead of time if you won't be at a game or practice
12. Stay in dugouts during the games, no eating hot dogs, etc. during games, wait until after the game or between games

Section 2 – Player Removal. Once a team is selected, a coach cannot replace a team member solely because of lack of skills. A player may be released for the following specific reasons: Failure to attend practice/games Frequent, flagrant disregard of the players responsibilities. Continued play in such a manner as to endanger others and/or self. Displaying an uncaring attitude, this results in not applying oneself, thus hurting the team's competitive potential. Failure to work within a team environment (placing self-interest before the teams). Repeated unsportsmanlike behavior. Coaches have the ultimate authority in suspending players for the specified reasons. The following steps will occur in the removal process:

1. The coach shall first meet with the player in an attempt to correct the behavior at hand.
2. The coach must discuss the situation with MAYBA board (send a detailed email to a board member), and the player's parents and attempt to correct the situation. The discussion would include an objective description of the behavior and of the intended discipline.
3. If this fails to correct the situation, the coach must notify the MAYBA board, who

must approve any further action. The MAYBA Board must take action within 48 hours of its occurrence. Written documentation must be given to the MAYBA Board.

Section 3 - Parental Expectations.

1. Let coaches know if you will be on vacation or if your child has a camp, etc. Make sure player is on time for games and practices.
2. Pick up child promptly after every event for safety purposes.
3. In-House Baseball-Bring all problems or concerns to MAYBA staff immediately.
4. Traveling Baseball-Bring all problems or concerns to your team's parent rep. Parent reps will determine an appropriate course of action based on the situation. Parent reps may utilize the teams coach, MAYBA Senior Director or MAYBA Board of Directors to determine a resolution if needed.
5. No sideline coaching during games. Stay away from dugouts during games. Let the coaches' coach and the kids PLAY!
6. Take care of hydration needs for the players prior to the game.
7. Always be positive. Praise efforts-not results.
8. Be positive role models for the kids.
9. Take it easy on the ump's; they do the best they can. This is especially important during in-house games. MHS Baseball players ump our in-house games. Criticism directed at in-house ump is not acceptable.
10. Learn and understand MAYBA goals.
11. Support the organization.
12. Support the coaches and players.
13. Parents are responsible for sharing MAYBA Parental Expectations with extended family members/friends that may be watching/supporting at either an in-house game or traveling baseball game.

Section 4 - Non Interference Policy. MAYBA coaches need to be able to coach without interference from parents. This pertains to all coaching decisions related to games, practices, disciplinary actions, and other items related to the management of the team's unity and performance. Parents who approach a coach to argue/complain about the items in the above paragraph will be risking their child's participation on the team (see below). The appropriate channel for these complaints/concerns is through the MAYBA Executive Committee. If the parent feels the coach must be approached regarding an issue (e.g. safety), the MAYBA Executive Committee should be contacted.

FIRST INFRACTION. If a coach feels the "Non interference Policy" has been violated by a parent he is to tell that parent (e.g. "This is not appropriate to discuss, direct your concerns to the MAYBA Executive Committee"): The coach should then notify the MAYBA Executive Committee

FIRST INFRACTION REVIEW. The MAYBA Executive Committee will review the incident and notify the parent and coach of the results, which will be either:

- Valid: penalty imposed.
- Invalid: no action taken.

Penalty: Ranging from a warning up to and including Expulsion from MAYBA to be determined by the Board of Directors.

SECOND INFRACTION. If an infraction occurs after a parent of a player has been issued a warning, or if a parent of the affected player persists, despite being asked to take concerns to the MAYBA Executive Committee, the coach should respond in the appropriate manner and notify the MAYBA Executive Committee.

SECOND INFRACTION REVIEW. The MAYBA Executive Committee will review the incident and notify the parent and coach of the results: which will be either:

Valid: penalty imposed.

Invalid: no action taken.

Penalty: Ranging from a Warning up to and including Expulsion from MAYBA to be determined by the Board of Directors.

RECURRENCE. If an infraction involving the same player's parent(s) occurs after a penalty has been imposed on that player, the coach should respond in the above manner and again notify the MAYBA Executive Committee.

RECURRENCE REVIEW. The MAYBA Executive Committee will review the incident and notify the parent and coach of the results, which will be either:

Valid: penalty imposed (board notified again).

Invalid: no action taken

Penalty: In the event of a recurrent violation of the Noninterference Policy by a parent of a child in MAYBA'S program, the involved child will be ineligible to participate in MAYBA activities for the balance of the season. No refunds will be issued.

EXCEPTION. The MAYBA Board of Directors reserves the right to amend any procedure as it pertains to reporting protocol regarding the Non Interference Policy. Exceptions will be based on individual cases that are presented to the MAYBA Executive Committee. For example, the MAYBA Executive Committee may ask a parent or family to report concerns or issues directly to the Executive Committee rather than the parent rep assigned to a specific team.

Marshall Area Youth Baseball Association Conflict of Interest Policy

The Marshall Youth Baseball Association Board of Directors are encouraged to play active roles in their communities by serving as board members or otherwise being an ambassador for youth baseball in the Marshall Area. This means that, from time to time, potential conflicts of interest or the appearance of such conflicts will inevitably arise. It is the Association's policy to deal with such conflicts in as open and appropriate a way as possible.

Conflicting involvements include but are not limited to the following: Association board members voting on Association business or player/coach issues that involve a family member,

Association board members or staff members or their immediate family being employed by or gain a financial advantage from an Association transaction.

In case of such conflicts or the appearance thereof, Association board members are expected to disclose the conflict prior to making any related decision about the issue. Once such a disclosure has been made, the remaining board members will determine whether or not there is a potential conflict of interest. Should it be so considered, the board member involved shall abstain from voting and shall not participate in the discussion other than to answer specific questions that may be raised by other board members.

In cases where the Association's board of directors decides in favor of a family member of one of the board members and one or more of the Association's board members has abstained from voting as the result of a conflict or the appearance thereof or a staff member has a conflict or the appearances thereof, such decisions and board members shall be identified in the Association's minutes and annual report.