



Wisconsin Rapids Youth Sports Association

POLICIES

I. WISCONSIN RAPIDS YOUTH SPORTS ASSOCIATION (WRYSA)

- A. Purpose: Wisconsin Rapids Youth Sports Association (WRYSA) policies are set to establish consistent philosophies and operations throughout the WRYSA organization. Policies provide guidance for consistent operations of the organization. These policies are developed and approved by the Board of Directors and describe board actions which must be followed.

II. BOARD OF DIRECTORS

- A. Unity: In order to achieve unity within WRYSA, the Articles of Incorporation, By-Laws, and Policies must be adhered to by every member. The Board will act as one unit and move with a singular direction and speak with one voice.

III. EXTENSION OF THE BY-LAWS AND GENERAL POLICIES

- A. Policy Maintenance and Routine Review: WRYSA policies may be amended by a majority vote of a quorum of the WRYSA Board. Policy amendment may occur at any board meeting with proper notice to members.
- B. Central Treasury: WRYSA will operate with a central treasury. All organizational funds will pass through the central treasury, including but not limited to fees, fundraisers, expenses, reimbursements, and routine operations.
- C. Use Agreements: WRYSA will work to achieve, and maintain, renewable extended use agreements for key facilities. Use agreements will be a key consideration during annual budgeting and facility/project planning.
- D. Crossing Programs: By constitution, WRYSA is organized to operate educational and recreational programs for youth and maintain equal programs of girl's fastpitch softball and boy's baseball. Any child may seek approval to play in the opposite program by writing a letter to the WRYSA Executive Committee requesting an invite to the next available Executive Committee meeting for discussion. The letter will include reasons for the request and any extenuating circumstances.
- E. Neighboring Associations: WRYSA recognizes and respects neighboring associations and programs as having youth-oriented goals, and as being reliant on donations and volunteer help. WRYSA will work in a collaborative and cooperative manner to reach common goals with neighboring associations. Appropriate cost and fees pertaining to league and/or tournament teams will be addressed as necessary.
- F. Roles and Responsibilities
 1. League Coordinators and team staff are to understand and abide by the Articles of Incorporation, By-Laws, and Policies as a primary responsibility. League Coordinators and team staff are the connecting link for each player and family, and therefore are responsible for achieving and maintaining compliance with WRYSA Board direction.
 2. WRYSA Division and League Coordinators have the authority and responsibility to manage, coordinate, and control league activities within the Articles of Incorporation, By-Laws, and Policies.
 3. Each League Coordinator is responsible for revising rules at the end of each season for review by the Division Coordinator. Rule changes require WRYSA Board approval. Rule changes during the season are to be made only when necessary to resolve significant problems. League Coordinators are responsible for distribution of rules to team staff and head umpire.

IV. INSURANCE, SAFETY, AND SECURITY

- A. Insurance: WRYSA will provide directors liability, general liability and play accident insurance, or equivalents, when available and economically feasible.
- B. Registration and Waiver Requirement: Parents/Guardians must have acknowledged and submitted a completed registration form on-line, including the permission and authorization for treatment form, injury waiver, Code of Conduct for parents, player, and Coach, before any child is allowed to try out, practice or participate in any fashion.
- C. Injury and Emergency Treatment



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1. Loss of consciousness or serious injury that requires transport to emergency facilities, are to be handled by calling 911 and use of emergency services. Avoid the transport of seriously injured parties in personal vehicles.
2. Instances of injury are to be reported to a board member for action at the earliest appropriate time.
3. Incident/Accident forms are located in the Concession Stand for completion following any injury/accident.
4. Tournament Coaches are to carry parental authorization for emergency treatment forms for each player on their roster.

D. First Aid

1. There are 2 AEDs located on the WRYSA premise. Coaches and other volunteers are highly encouraged to participate in concussion and AED training.
2. A basic first-aid kit, including ice pack, is supplied to each league and travel team coach for use. Additional ice packs and first-aid supplies are available at the Concession Stand for replenishing kits.
3. Volunteer responders are encouraged to periodically refresh their AED, CPR and First Aid skills.

V. CONDUCT AND DISCIPLINARY ACTION

A. Sportsmanship

1. Sportsmanship and conduct are of primary concern at every WRYSA event and when participating as or representing the organization. Proper sportsmanship must be maintained at all times by WRYSA board members, volunteers, parents/guardians, players, fans, etc.
2. Coaches, Players, and Parents will be required annually to review and acknowledge the Code of Conduct during league registration.
3. Fighting, obscene gestures, swearing, or disorderliness is prohibited. Issues should be reported to the appropriate Coach or Liaison for follow up and can lead to expulsion from WRYSA programs.
4. Damaging or defacing WRYSA facilities or property is to be reported to the appropriate Coordinator, and law enforcement, for follow up and can lead to expulsion from WRYSA programs in addition to fines and ticketing.
5. WRYSA promotes good sportsmanship, developing skills and positive competition.

B. Social Media

1. WRYSA recognizes the importance of the internet in shaping the public's perception of our organization. WRYSA also recognizes the importance of our board members, executive directors, sport coordinators, committee members, coaches, volunteers, players, and parents in leading and setting the tone of social media interactions in a manner that advances WRYSA's mission and goals.
2. The social media Policy applies to every member of WRYSA, in every capacity. All members of the WRYSA community will be held to the standards in the full Social Media Policy document which can be found on WRYSA.com. Highlights of the Policy include:
 - a. When using social media, maintain the privacy of WRYSA's confidential information.
 - b. The WRYSA Community reflects a diverse set of customs, values, and points of view. Do not post any material that is offensive, harassing, discriminatory, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist, or otherwise inappropriate related to WRYSA or any aspect of the organization or its members.
 - c. If you notice inappropriate or unlawful content online relating to WRYSA or any of its members, or content that may otherwise have been published in breach of this policy, report the circumstances immediately to a WRYSA Executive Committee Member. Alleged breaches of this social media policy will be investigated according to WRYSA's Code of Conduct Policy. Where it is considered necessary, WRYSA may report a breach of the social media Policy to the police.
3. The WRYSA Board will strongly consider expulsion when serious or repetitive cases are referred for action.

C. Authority to Act



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1. Long-term supervision or expulsion powers reside solely with the WRYSA Board of Directors, as described in the By-Laws, Article IV, and further defined in these policies. Extended supervision or expulsion requires action by the WRYSA Board or Executive Committee.
2. The WRYSA Board will strongly consider expulsion when serious or repetitive cases are referred for action.
3. WRYSA Board members have the authority to deal with and disarm situations inconsistent with WRYSA policies. WRYSA board members have the authority to impose discipline in a responsible fashion. It may be appropriate to bench a player, deal with an irate coach or fan, or ask someone to leave the premises. When situations become serious and discipline is imposed, the President is to be notified as soon as possible for follow up.
4. Disciplinary procedures begin at the team level, move to the Team Liaison, then to the League/Tournament Coordinator, then to the Executive Committee and finally the WRYSA Board for consideration.
5. League Coordinators and special event coordinators have full authority to impose discipline including suspension until matters can be reviewed and acted upon by the WRYSA board.

D. Alcohol and Tobacco

1. Alcoholic beverages that are permitted to be served at WRYSA events involving players, as long as the beverage is purchased from WRYSA. Alcoholic beverages are not allowed to leave the premise and are not, at any time, allowed in the dugout or playing field.
2. Use of tobacco or any vaping product in any form on the playing field, in the dugouts, or any place in the complex are prohibited during any practice, game or event.

VI. LEAGUE PARTICIPATION

A. Registration

1. WRYSA will provide an opportunity to play for all that register for the program within the appropriate guidelines and within appropriate time frames. All registrants will be placed on a team if properly qualified.
2. Late registration will be available until a shortage of facilities or equipment, or hardship begins to deplete the services offered through the program to those who signed up on time. Late sign-up players will be placed on teams and waiting lists in order of application. Players must be in good standing financially before placement will be considered. Families moving into the WRYSA area after sign-up has been completed will be placed at the top of the waiting list. Placement of players will be at the League Coordinators discretion based on these procedures.
3. The league registration fee will be reviewed annually and will be a set rate with additional, required participation in a league fundraiser or an appropriate buyout fee comparable to the league fundraiser amount.
4. Players in arrears in any WRYSA program must be brought up to date before registering for the upcoming season. This includes, but is not limited to previous fees, fundraisers, volunteer requirements, and equipment returns. Players transferring from another association must be up to date in those programs as well.
5. Charter and insurance fees will be invoked and become non-refundable as determined by the President and Treasurer. Refunds for inability to participate in league will be handled on a case-by-case basis.

B. Non-Payment

1. Failure to pay fees, complete fundraiser minimums, or complete volunteer requirements will be reported to the Tournament Coordinator and then the WRYSA Board. Non-flagrant violations of this type will require restitution before allowing them to sign up for the next season.
2. Hardship cases involving failure to pay will be considered by the Board on a case-by-case basis.



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3. Players unable to pay will not be turned away.

C. Team Staff

1. Background checks for any person having contact with players must be completed before the season begins.
2. Each team will be made of a Team Staff with up to three positions: Head Coach, Co-Head Coach, Assistant Coach, Team Manager, or Helpers. Added personnel are encouraged for participation, training and spreading the workload during games and practices.
3. Team Staff will hold meetings and encourage parent involvement.

D. Game Play

1. Players will be assigned to teams based on WRYSA League ages offered and will not be placed on older league rosters for league play unless the exception is requested and approved by the General Board.
2. A draft will be utilized to establish teams and have equivalent rosters.
3. Players will play an equal amount of time in the field. Players may not be benched for 2 consecutive innings.
4. If a team is short players for a game, other team players or younger players from the age group directly below may be utilized. This must be approved by the coach and the parent of the player. The younger player or players from other teams of the same age cannot displace or play in front of a rostered player on the team at the start of the game. The "borrowed" player cannot miss their team's regular league game in order to play in an older division or another team.
5. The "bat around rule" is to be used. The entire roster will bat with late players being added to the end of the batting order upon arrival.

E. League Drafting

1. League draft guidelines are established to achieve team parity to achieve a fair and competitive league. These principles are to be reviewed before each draft and are designed to limit the ability of individuals to build powerhouse teams.
2. A full re-draft will be conducted each season for both baseball and softball.
3. The League Coordinator has the power to set and modify draft rules within policy guidelines and national rules. Draft procedures will be planned and clearly communicated prior to the draft beginning.
4. Draft/team selection will be attended by team staff 2 members of the coaching staff and Division Coordinators. Attendees must not exceed two coaches per team or be under the age of 19. Information regarding when or why a player was selected must not leave the draft. Explain and announce this clearly at each draft session.
5. Division Coordinators will run the draft for their respective league.
6. Prior to the draft, set the number of teams, the frozen players on each team, provide travel team rosters from the previous year, list brother/sister/household exceptions, etc.
7. Key Definition – Frozen Player:
 - a. Two Coaches' son(s)/daughter(s) will be placed on a team they have volunteered to coach.
 - b. Brothers, sisters, stepbrothers, and stepsisters will be placed on the same team for convenience if they qualify for the same league. Parents/Guardians may request different teams.

F. Selection of Team Staff

1. Procedure for selection of league season staff:
 - a. At registration, volunteers indicate interest in team staff position(s) (head/assistant).
 - b. Baseball League Coordinators assign coaches for the respective leagues based on experiences, baseball knowledge and prior involvement.
 - c. Division Coordinator obtains approval from League Coordinator on coach selection; if a conflict occurs, WRYSA President will make the final decision.



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- d. Division Coordinators will contact all interested parties to inform of selection or non-selection for team staff positions.

G. Youth Umpire Program

1. The WRYSA umpire program is designed to provide learning opportunities for youth yet maintain quality officiating within league play. The youth umpire program is a training program and to be successful it is necessary to develop cooperation and respect between parents, team staff, WRYSA members, players, and fans.
2. The WRYSA umpire program will be administered by the Umpire Coordinator within WRYSA guidelines. The Umpire Coordinator has the responsibility and authority to administer umpire programs including training, certification, reimbursement, discipline, scheduling, qualification, etc. The Umpire Coordinator will schedule a home plate umpire for each league game.
3. Annual eligibility is within these guidelines:
 - a. Minimum age of 12.
 - b. Attend training meetings.
 - c. Following all umpire regulations and schedules.
 - d. Maintain a working relationship with the Umpire Coordinator.
 - e. Work all scheduled games or find a substitute if needed. Umpiring in lieu of playing in a scheduled league game is not allowed.
4. Home plate league umpire reimbursement rates
 - a. \$20/game for one game per night
 - b. \$45 total for two games per night
5. League umpires will provide proper verification of game completion prior to payment being made. Payment is provided nightly at the Concession Stand.
6. Umpires will wear proper safety equipment as determined by the Umpire Coordinator.
7. Umpires will display proper dress, conduct, language, and respect. Rules and training materials will be distributed to qualified umpires.
8. Conduct and sportsmanship of fans, coaches and players is of concern to umpires. Umpires will work through coaches whenever possible to disarm and work through volatile situations. Refer to the Parent/Player/Coach Code of Conduct. The Code of Conduct includes extended family and friends. If difficult situations cannot be resolved, a WRYSA Board member should be found and step in.
 - a. Misconduct should be reported by umpires to the Umpire Coordinator immediately following the game. The Umpire Coordinator will follow up with the League Coordinator and other WRYSA officers as appropriate.

H. Uniform and Logo

1. Coaches and Players uniforms and equipment will be worn properly during game play.
2. Shirts will be tucked in and clean.
3. WRYSA team shirts and hats will be provided for regular season league play.



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VII. FUNDRAISERS

A. Fundraising

1. All fundraising efforts will follow all local and state regulatory practices as required.
2. Appropriate annual paperwork will be filed with necessary agencies.

B. Approval

1. All fundraisers must be approved by the WRYSA Board. In instances where the fundraiser comes up quickly, the Executive Committee can be reached for approval.
2. Donations of prizes, materials, or money for WRYSA use are encouraged, but should be referred to the WRYSA Board for proper recognition and handling.
3. Collections for umpires, equipment, lighting, and other furnished materials and WRYSA events are strictly prohibited.

C. Advertising/Sponsorship Boards

1. Boards will be professionally painted/printed and maintained and placed on outfield fencing.
2. Two different size options for sponsorships are available: 4'x4' and 4'x8'.
3. Boards may not advertise alcohol or tobacco products, or an alcoholic or tobacco vendor that sponsors either.
4. Sponsors, such as eateries, that serve liquor are permitted as long as the board design and wording is within the Alcohol and Tobacco guideline.
5. A sign database will be maintained by the Fence Sign Coordinator and will transfer from coordinator to coordinator as turnover occurs.

D. Cost

1. 4'x4' = \$170 first year (new) / \$100 annual renewal
2. 4'x8' = \$270 first year (new) / \$200 annual renewal
3. The annual fee includes maintenance of the boards by WRYSA.
4. Sponsorship cost levels will be reviewed annually and price adjustments for new and/or sign renewals will be adjusted as necessary.
5. Changes to artwork, extra color cost or complex art charges will be addressed as needed and may be charged to sponsor requesting changes.

E. Maintenance

1. Letters to solicit sign sponsorship renewals or new sponsors will be sent in January each year to ensure annual contact and budgeting in advance of field clean up.
2. Consideration for in-kind contribution will be addressed by the Board and complimentary signage will be handled as necessary.
3. A complimentary board will be continued until maintenance is needed, at which time the sponsor's current support level will be assessed and action taken to replace or discontinue the board.
4. WRYSA is responsible for annual maintenance outside of requests for changes.

VIII. CONCESSION STAND

A. Purpose

1. The purpose of the WRYSA concession stand is to improve the enjoyment, completeness and quality of events. Pricing must reflect that we are our own customers and concessions should achieve a profit of at least 50% on all goods sold.
2. Special events, such as tournaments, will require varied products and increased pricing to support the event.
3. Free concessions are strictly prohibited.

B. Management

1. The Concession Stand Committee, chaired by the Concession Stand Coordinator, will manage the concession stand operations (opening, operating, cleaning, closing, etc.).
2. Orders for pieces of equipment (over \$400), which represent a significant change in stand products requires Board approval.



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3. Repairs and purchases under \$400, ordering supplies and replenishing operating supplies (including in excess of \$400) are normal committee functions and do not require special approval.
4. Prior to each opening season, products sold in the concession stand should be reviewed for profitability and ability to sell.

C. Operations

1. The Concession Stand Coordinator or Committee will provide the WRYSA Treasurer with all bills, invoices and receipts for purchases and sales. A close audit will be maintained.
 2. The Concession Stand Committee will collect and record cash daily in each stand to minimize the opportunity for theft and shrinkage. Records of daily cash collections and deposits will be audited by a second committee member to ensure security and to protect volunteer integrity.
 3. During league season, the concession stand will open 30 minutes prior to the first game.
 4. Concession volunteers will follow opening, closing and cleaning procedures as directed by the Concession Stand Committee.
 5. Concession Stand workers must be incoming freshmen or older. Grill and Fry workers must be a minimum age of 18.
- D. Ordering: Contracts for concession materials are to be investigated by the committee and brought to the Board for approval. Once in place, contracts must be honored unless the Board intervenes.

IX. TOURNAMENT/TRAVEL TEAM

A. Management

1. A Tournament Director for each program (baseball and softball) will be elected each season to set up consistent work groups, prepare and carry out the tournament budget, and procure profitable tournaments for WRYSA.
2. Tournament Directors will work with appropriate board members (Treasurer, Concession Committee, Fundraising, etc.) to ensure common goals and objectives are met.
3. Resolution of conflicts and enforcement of policies will begin at the team level with the coaching staff, move to Tournament Team Liaison, Tournament Team Director, Executive Committee and then WRYSA Board. Responsibility to ensure all concerns are quickly and properly resolved within policy and rules is the responsibility of this chain of command.
4. WRYSA will select "Tournament Teams" rather than "All Stars". Tournament teams will be formed to participate in events and not solely for recognition. All Star teams from League players can be assembled in recognition of a well-played season. All Star games will be held separately from regular league play.
5. The Tournament Director will ensure tournament team selection and participation policies are followed from sign-up to completion of play.

B. Home Tournaments

1. WRYSA hosted tournaments will generate revenue to fund WRYSA projects.
2. The tournament team parents will support tournament events for all divisions and age groups in both baseball and softball. All tournament team parents will be required to help out by volunteering and are expected to be available at the field during all home tournament games.
3. Quality awards will be covered in the entry fee and provided to encourage the return of entering teams. Award values will be determined by the Executive Committee. Awards will be given to the top three teams.
4. Umpires for the Lead Off home tournaments will be paid as follows and reviewed annually:
 - a. 10U and younger = \$50 per game
 - b. 11U & 12U = \$55 per game
 - c. 13U and older = \$60
5. Umpires for the Silver Slugger home tournaments will be paid as follows and reviewed annually:
 - a. 12U and younger = \$50
 - b. 13U and older = \$60



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C. Travel Tournaments

1. The Coaches, with help from the Tournament Director, will approve selection of tournaments for each tournament team.
2. Red tournament teams will play Class A tournaments and White tournament teams will play Class B tournaments.
3. In cases where a red tournament team prefers to register for a Class B tournament, a representative from the Coaching Staff must request approval from the Executive Committee with an explanation and reason for said tournament.
4. Tournament registration fees are paid entirely from monies raised by the tournament team fundraiser.
5. A single team's registration fees will be paid above the allotted funds described in the Tournament Team Funds allotment as described in the addendum of this policy. Any Tournament Team that goes beyond their allotted WRYSA sponsored funds, will be required to pay the overage amount or seek approval from the General Board for the overage. See approval process in the addendum. Home teams do not pay entry fees for home tournaments.
6. Teams traveling to overnight tournaments will pay their own expenses.

D. Fundraiser

1. A tournament team fundraiser will be held annually.
2. Fundraiser type and prizes will be determined by the Board prior to each tournament season.
3. All tournament teams must participate in the tournament fundraiser. Individuals or teams that do not, will be ineligible to play until a "buyout" option is paid in the amount of \$200.00.
4. Tournament teams wishing to offset tournament costs through business solicitation, separate raffles or fundraising events, must present a plan and request to the WRYSA Board.
 - a. Teams successful at the district, state or regional level of a national event are examples of teams who would make this type of request.
 - b. Teams must avoid uncontrolled or inconsistent solicitation of funds from WRYSA supporters.
 - c. Funds raised by individual tournament teams can be used to offset only player and coach expenses for a national event. Expenses include transportation, lodging, food, and other necessary team accessories.
 - i. All funds must pass through the Central Treasury with excess funds remaining in a tournament account. The excess funds should be used on the tournament team players or improvements for home tournaments.
 - ii. Any team raising money for a non-WRYSA fundraiser, (i.e., running RASC concession stand at a non-WRYSA event), may approach the Board to reach approval and agreement that the funds can be used for their specific team.
 - iii. A detailed accounting of the funds raised and their use must be provided by the team to the Treasurer and have accountability on how funds were spent.

B. Parent and Player Family Requirements

1. To be eligible for Tournament team play, a player must meet the following criteria:
 - a. Demonstrate interest and intent via registering for Tournament team tryouts.
 - b. Must register for WRYSA league for the associated league season. A player is required to play league through their 12U season. This includes participating in at least two-thirds of league games for the associated season. Tournament team players participating in 13U, 14U and 15U are not required to play league; however, it is highly encouraged.
 - i. 13U to 15U players who are opting out of playing league will still register for league, pay the same registration fees, and have the same volunteer responsibilities.
 - ii. In lieu of league play, Coaches and League Coordinators will work together to ensure proper scrimmage games are scheduled with other Associations, umpires hired and paid for by WRYSA for games at Kellner, and dates and times are set and communicated.
 - c. Be current on related league and tournament fees.



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- d. Complete the tournament team fundraiser or pay the buyout.
 - e. Participate in tournament-related volunteer efforts as communicated by the Association.
 - f. Be in good standing with WRYSA in every respect.
2. Players will furnish required proof of birth and ensure availability for the projected tournament team schedule as requested by the tournament team staff.
 3. Additional volunteer requirements and costs will be incurred by tournament participants.
 4. Players and families will recognize that participation in tournament events makes them part of the WRYSA program extending across all divisions and ages.

B. Competing Organizations

1. If a player participates in a non-school-affiliated second softball or baseball organization simultaneously with a WRYSA tournament team, it is expected that the player or coach will participate with WRYSA in the event of any scheduling conflicts unless an agreement is made with the player's WRYSA Coaching Staff before the conflict.
2. If interference from a secondary program occurs, the issue will be referred to the respective Coordinator and the WRYSA Board for action on a case-by-case basis, with a potential penalty of exclusion from WRYSA teams for up to two years.

C. Game Play

1. Tournament team staff is expected to abide by roster and lineup management rules as determined by the tournament hosts.
2. If a team is short players for a game, a player from the same division or younger players within the WRYSA organization from the age group directly below may be utilized. Players are not allowed to play from an older team unless their birthday date qualifies the player. This must be approved by the coaching staff and the parent(s) of the player. The utilized player cannot displace or play in front of a rostered player on the team at the start of the game and cannot miss a regular team tournament in order to play in an older division or another team.

D. Team Tryouts

1. WRYSA does not guarantee tournament team placement. Participation is in addition to regular season league play.
2. WRYSA commits to forming as many tournament teams as reasonable, attempting to accommodate interested players and increase tournament involvement.
3. Any and all avenues of communication shall be utilized to announce tournament tryout dates and times.
4. An injured player who cannot try out can qualify as a player who can be used as a Coach pick as long as the player is registered.

E. Candidate Judging

1. Judging of all candidates will be done by impartial judges with no less than 3 composite scores.
2. Judging staff with relationships to the candidate will not be allowed to judge that candidate's age group.
3. Judges must rate all candidates (where applicable) for the sessions. No partial judging or "substitute" judging is allowed once the process begins. Exceptions can be made for alternate sessions.
4. Each candidate will receive a score from 1 (low) to 10 (high) in the areas of infield, outfield, throwing, batting. Bunting (where applicable) and intangibles (work ethic, speed, attitude, etc.) will be on a scale from 1 (low) to 5 (high).
5. Each judge will submit their scores to the Officials. Officials are President, Vice-President, and Baseball Tournament or Softball Tournament Coordinator who will tabulate the scores and rank the candidates. Judges' score sheets will be available to the coaches throughout the process. Interested Coaching Staff are allowed to observe tryouts.

F. Coaching Staff Selection



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1. Coaches will identify their request to be considered as a Coach during registration for tournament team tryouts. The Coach candidate will provide comments upon player registration as to their qualifications to Coach at the age group.
2. Interested Coaching Candidates are allowed to observe tryouts.
3. At the conclusion of tryouts, the Officials will review Coaching Candidates and qualifications to select the candidates they feel is best fit to meet the Association's goals and mission. Experience and baseball/softball acumen will be considered. The Officials may appoint a Head Coach, Co-Head Coach, no Head Coach, and Assistant Coach based on a pool of candidates where their player finished in the top 75% of the try-out evaluation.
4. In the event that an Official is a candidate as a Tournament Team Coach, that Official will be removed from the Coaching staff decision making process at that age group. In this circumstance, the Executive Committee (minus that Official) will discuss and appoint a reasonable substitute for that Official for the sake of that decision making at that age group.
5. At the Officials discretion, the Coaching Staff positions can be utilized in any format that is beneficial to the players on the team. (i.e., Head coach, Co-Head coach, no Head Coach, Assistant Coach, Helpers, etc.)

G. Tournament Team Selection

1. For 8u-11u, at the conclusion of tryouts and upon completion of player evaluations, the top 6 player scores at each age group will be placed to the first tournament team. For 12u-15u, there will not be automatic placement to the first team based solely on tryout rating. The Officials (President, VP & Tournament Director) and the selected Coaching Staff will utilize the criteria in section 3 below to complete the entire team rosters appropriately.
2. In the event of multiple teams at an age group, and unless the above-mentioned injury exemption applies, a candidate cannot be placed as a top 6 player on the first team without trying out on the official try-out date. Alternate date try-out candidates must be a coach pick on the first team.
3. Officials and the selected Coaching Staff will coordinate to complete the roster for the first team. This information will remain confidential between parties involved until all players have been contacted by their coaching staff or the Executive Committee has posted the tournament team rosters on WRYSA.com. Placement of player evaluations will remain confidential. The Officials will advise evaluation placement when absolutely necessary. This will include considerations towards the status of additional teams at the age group. The selected Coaching Staff and Officials will take the following into consideration when forming team rosters:
 - a. Potential player must meet all policy requirements.
 - b. Potential player availability for scheduled events will be considered.
 - c. Potential player tryout rating from evaluators as defined above.
 - d. Potential player's performance during the most recent WRYSA league or travel season may be considered.
4. Once the Officials choose the Team staff (2 Coaches) the remaining staff needs will be selected by the team Coaches chosen by the Officials. Tournament teams will be posted of all tryout candidates making the teams. Officials will explain the selection process to players and parents, as necessary.



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5. The Officials must be in attendance to monitor the judging process. The League Coordinator can be used as a substitute. The Officials will follow a process of maintaining the evaluation scores and Coach candidate qualifications for the sake of further Board review, if/as requested.

6. Once tournament teams are formed, the team staff has the responsibility and authority to inspire confidence, sportsmanship, interpersonal skills, and coach and discipline the team.

7. Team staff will fill teams with players that participated in the tournament team tryouts first, and then with other qualified WRYSA players showing interest if necessary

H. Uniform and Logo

1. Coaches and Players uniforms will be worn properly during game play to represent WRYSA in a positive manner.
 - a. Shirts will be tucked in and clean.
 - b. Equipment will be worn properly.
2. WRYSA uniforms will be made available for purchase before play begins.
3. Purchase of additional personalized tournament uniforms requires unanimous agreement of the Executive Committee.
 - a. Ordering, delivery, and expenses are the team's responsibility.
 - b. Personalized uniforms must conform with all standards and principles of WRYSA during play. They become personal souvenirs.

II. CONCESSION STAND VOLUNTEER REQUIREMENTS

- A. Obligations: It is a requirement that **all** baseball and softball league players partake in the WRYSA Concession Stand volunteer program. The requirement is that at least one and no more than two concession stand shifts be completed on behalf of each player registered for WRYSA league ball, then a total of at least three shifts are expected to be covered by that family. In the event a family has more than 3 players, there will be a 3-player maximum per family. (For example, if a family has 6 players registered for league, they must complete or Buy-Out" at least 3 concession shifts during league play)
- B. Concession Shift information
 1. WRYSA will offer a "Buy-Out" option for parents to choose during the WRYSA League registration period which typically begins in January. This option allows families to pay for their concession shift ahead of time and WRYSA will schedule and tip the families required shift with a high school volunteer. If a family chooses not to take the "Buy-Out", the family's shift will be assigned as a Griller/Fryer shift and the worker is required to be 18 years or older to work this shift.
 2. 6U T-ball families will cover one concession shift per player. For all age groups above 6U T-ball, there will be a requirement to cover at least one, and no more than two, concessions stand shifts per player.
 3. If a family is required to complete two shifts, it will be their responsibility to work the second shift or arrange for someone else to fulfill the shift. If a family has a conflict with their assigned 2nd shift, it is the family's responsibility to arrange a swap with another family or arrange for someone to fulfill the shift for their assigned time.
 4. Two Coaches per team will have their coached player exempted from concession shift requirements.
 5. Each concession shift is approximately two hours in length. At times, the later shift may require a bit more time due to the clean-up process.
 6. Covering a shift means sending someone to work on behalf of a player. This could be a parent, adult relative, or a teen who is on the approved concession workers list.
 7. In the event of a rescheduled rain-out, all shifts will carry over to the make-up date.



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8. This is for league only. Tournament team concession stand responsibilities are to be handled by Tournament Team Parents.

- C. Failure to Fulfill Concession Shift Requirements: Players with unfulfilled concession shifts will be invoiced at the end of the league season in the amount of \$100.00. Players with outstanding balances will not be eligible to play tournament ball and will not be allowed to register for the next season's league until the balance is paid in full.

III. ADDITIONAL VOLUNTEERISM

A. WRYSA relies solely on volunteer support. All parents should be notified prior to the season to plan to dedicate additional hours of volunteerism per family outside of their Concession Stand responsibility.

These volunteer opportunities include:

1. Helping on Opening Day and home tournaments.
2. Field clean-up each night during league and annual Clean Up Days.
3. Keeping the WRYSA restrooms & grounds clean and presentable.
4. Restocking items in the concession stand and clean-up.
5. Helping with other opportunities that arise.

IV. WRYSA ANNUAL ACTIVITIES

A. Per the By-Laws, WRYSA's annual meeting will be held during the month of July.

(last vote was May 2024 for changes from October to July)

B. WRYSA league sign-up is to be held between mid-January and first of March unless special circumstances arise.

C. A home tournament will be scheduled for baseball and softball. Typically, these tournaments are held the first three weekends in June.

1. Expansion of other home tournaments is encouraged and may be scheduled as the Tournament Directors and Board feel appropriate and obtain Board approval.

D. Annual licenses, permissions, etc. are to be reviewed and completed by the Executive Committee. This includes a review of policies.

1. Reserve tournament dates with Assistant Athletic Director at WRPS before December 31st for the following season. - President
2. Raffle Activity – annually file for raffle and Bingo license extension and report annual activity – Treasurer.
3. Alcohol licenses renewal for sales and bartender service complete annually – Beer Sales Coordinator
4. Federal Income Tax – filed each year by mid April – Treasurer.
5. Equipment Insurance – renewed annually – Treasurer.
6. WRPS Field Use – confirm annually – President.
7. National Liability Insurance (K & K) – by January 31st, charters, accident needs to be filed – President.
8. WRYSA Website – update regularly – Communications Coordinator.
9. Board Meetings – held throughout the summer season as deemed necessary, at primary field facility, with proper time and location notice to members – Executive Committee.

V. MISCELLANEOUS POLICIES

A. League and team bonding activities will be left to the discretion of team staff and parents. Team bonding is encouraged.

B. Maintenance and Equipment Coordinators are responsible for the collection of keys and equipment from League and Tournament team coaches. Distribution and pick up dates for equipment will be scheduled.



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ADDENDUM

SOCIAL MEDIA POLICY

Social media is changing the way we communicate. WRYSA recognizes the importance of the internet in shaping the public's perception of our organization.

This policy has been developed to inform our community about using social media so people feel enabled to participate, while being mindful of their responsibilities and obligations. In particular, this policy provides practical guidance allowing all parties to benefit from the use of social media, while minimizing potential risks and protecting those involved.

This policy assists to establish a culture of openness, trust, involvement, and integrity in all online activities related to WRYSA. Included are guidelines for the WRYSA community to engage in social media use. It also includes details of breaches of the policy. In circumstances where guidance about social media issues have not been given in this policy, use common sense or seek out advice from those who have approved this policy.

This policy complements WRYSA's core values and mission statement.

"Wisconsin Rapids Youth Sports Association provides an opportunity for youth to learn the games of Baseball and Softball while inspiring confidence, sportsmanship, and interpersonal skills in a positive environment."

Coverage

This policy applies to all persons who are involved with activities of WRYSA, including:

- persons appointed or elected to WRYSA boards, committees and subcommittees; members of the WRYSA Executive Committee, coaches, assistant coaches, athletes, umpires, parents, and other officials, spectators, and members. This policy is applicable when using social media. This policy does not apply to the personal use of social media where it is not related to or there is no reference to WRYSA or its competitors, teams, participants, events, sponsors, members or reputation. Any misuse by you of social media in a manner that does not directly refer to WRYSA may still be regulated by other policies, rules or regulations.

As a part of WRYSA's community, you are an extension of WRYSA. As such, the boundaries between when you are representing yourself and when you are representing WRYSA can often be blurred. This becomes even more of an issue as you increase your profile or position within WRYSA. Therefore, it is important that you represent both yourself and WRYSA appropriately online at all times.

Guidelines

You must adhere to the following guidelines when using social media related to WRYSA. Use common sense whenever you are unsure as to whether or not the content you wish to share is appropriate, seek advice from others before doing so or refrain from sharing the content to be on the safe side.

When using social media, the lines between public, private, and personnel may be blurred. Remember, you are an ambassador for WRYSA. When posting content online there is potential for that content to become publicly available through a variety of means, even if it was intended to be shared privately. Therefore, you should refrain from posting any content online that you would not be happy for anyone to see, even if you feel confident that a particular individual would never see it. Your honesty—or dishonesty—may be quickly noticed in the social media environment. Do not say



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anything that is dishonest, untrue, underlying, or misleading. If you are unsure, check the source and the facts before uploading or posting anything. WRYSA recommends erring on the side of caution – if in doubt, do not post or upload. Do not post anonymously or use false screen names. Be transparent and honest. Be clear about who you are and identify any affiliations you have. The web is not anonymous. You should assume that all information posted online can be traced back to you. You are accountable for your actions both on and offline, including the information you post via your personal social media accounts. Keep in mind that what you write is your responsibility, and failure to abide by these guidelines could put you at risk.

Confidentiality and sensitivity

When using social media, you must maintain the privacy of WRYSA's confidential information. This includes information that is not publicly accessible, widely known, or not expected to be shared outside of WRYSA. Remember, if you are online, you are on the record—much of the content posted online is public and searchable.

When using social media, you should be considerate to others and should not post information when you have been asked not to, or where consent has not been sought and given. You must also remove information about another person if that person asks you to do so.

Permission should always be sought if the use or publication of information is not incidental, but directly related to an individual. This is particularly relevant to publishing any information regarding minors. In such circumstances, parental or guardian consent is mandatory. You must obtain express permission from an individual to use a direct, clearly identifiable image of that person. You should also refrain from posting any information or photos of a sensitive nature. This could include accidents, incidents or controversial behavior. In every instance, you need to have consent of the owner of copyright in the image.

Complying with applicable laws

Do not post or link to content that contains illegal or indecent content, including defamatory, misleading and deceptive content.

Discrimination, Sexual Harassment, and Bullying

The public in general, and WRYSA's members, reflect a diverse set of customs, values and points of view. You must not post any material that is offensive, harassing, discriminatory, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist or otherwise inappropriate.

Policy Breaches

Breaches of this policy include but are not limited to:

- Using WRYSA's name, or logo in a way that would result in a negative impact for the organization, or its members.
- Posting or sharing any content that is abusive, harassing, threatening, demeaning, defamatory or libelous.
- Posting or sharing any content that includes insulting, obscene, offensive, provocative or hateful language.
- Posting or sharing any content in breach of WRYSA's anti-discrimination, racial discrimination, sexual harassment or other similar policy.
- Posting or sharing material that infers WRYSA's members, a particular person, or organization, into disrepute in order to lower the reputation of that person or organization in the eyes of the ordinary members of the public.

Reporting a breach



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If you notice inappropriate or unlawful content online relating to WRYSA or any of its members, or content that may otherwise have been published in breach of this policy, you should report the circumstances immediately to a WRYSA Executive Committee Member. Alleged breaches of this social media policy will be investigated according to WRYSA's Code of Conduct Policy. Where it is considered necessary, WRYSA may report a breach of this social media policy to police.

Disciplinary Depending on the circumstances, breaches of this policy may be dealt with in accordance with the disciplinary procedure contained in the WRYSA Policy on a case-by-case basis. WRYSA Board will strongly consider expulsion when serious or repetitive cases are referred for action.



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FUND AVAILABLE FOR 2024 TOURNAMENTS

Teams	Amount \$
8U Gold Tourney Registrations	\$1,000.00
8U Red Tourney Registrations	\$1,000.00
8U White Tourney Registrations	\$600.00
9U Red Tourney Registrations	\$1,500.00
9U White Tourney Registrations	\$1,500.00
10U Red Tourney Registrations	\$2,000.00
10U White Tourney Registrations	\$2,000.00
10U Gold Tourney Registrations	\$2,000.00
11U Red Tourney Registrations	\$2,000.00
11U White Tourney Registrations	\$2,000.00
12U Gold Tourney Registrations	\$2,300.00
12U Red Tourney Registrations	\$2,300.00
12U White Tourney Registrations	\$2,300.00
13U Red Tourney Registrations	\$2,500.00
13U White Tourney Registrations	\$2,500.00
14U Red Tourney Registrations	\$2,500.00
14U White Tourney Registrations	\$2,500.00
Grand Total	\$32,500.00



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WRYSA 2024 Operating Budget

REVENUE	\$ Amount
Beer Sales	\$16,000.00
Concession Sales	\$82,000.00
Fundraising	\$60,000.00
League Registration	\$50,000.00
League Concession Buy-Out	\$9,000.00
Softball Tournament Registration	\$7,000.00
Lead Off Tournament Registration	\$20,000.00
Silver Slugger Tournament Registration	\$13,000.00
Total Projected Income	\$257,000.00

EXPENDITURES	Amount
Complex Maintenance	\$11,000.00
Concession Food & Drink	\$52,000.00
Concession Equipment/Maintenance	\$2,000.00
Concession worker tips	\$9,000.00
Donations	\$9,500.00
Electric WW&L & Solarus - Utilities	\$4,400.00
Field Maintenance	\$6,500.00
Field Equipment	\$5,000.00
Fundraising	\$5,000.00
Garbage Disposal	\$3,000.00
Insurance	\$18,000.00
League Expenses	\$15,000.00
License and Permits	\$1,000.00
Office & Admin	\$4,000.00
Softball Tournament Registration	\$5,300.00
Red Tournament Registration	\$13,800.00
White Tournament Registration	\$13,400.00
Baseball Home Tournament	\$5,000.00
Baseball try-out Food	\$700.00
Umpires League	\$4,000.00
Umpires Tournament	\$0.00
1. Lead Off Tournament	\$12,500.00
2. Silver Sluggers Tournament	\$6,500.00
3. Softball Tournament	\$4,000.00
Sustainability Fund	\$15,000.00
Total Expenses	\$225,600.00