



## **Brookings Friends of Baseball**

### **Committee for Culture and Responsibility**

**Purpose:** The Brookings Friends of Baseball (FOB) Committee for Culture and Responsibility will serve a critical role in ensuring that the values of FOB are met as it relates to the overall culture of the organization. The committee will also be responsible for the enforcement of the FOB Code of Conduct for players, coaches, parents and fans.

The committee will provide leadership for any conflict resolution involving players and parents, will ensure compliance standards are met for conduct, review and make recommendations for disciplinary actions and review the FOB Code of Conduct annually and recommend changes to the FOB Board of Directors.

The committee will also oversee the FOB recognition and scholarship program noted below and create other opportunities for players, coaches and families to be recognized for being outstanding representatives and participants of FOB.

FOB Values: Committee for Culture and Responsibility must, at all times, support, uphold and live the values of FOB that include:

- Maintaining a **culture** that supports our student-athletes to reach their full potential in school, allow all participants of FOB to be good citizens and role models for others in the community, and encourage anyone participating in FOB to understand it is for the betterment of the program before themselves.
- Support an **environment** that allows for open and honest communications among all, including having student-athletes and coaches communicate with each other pertaining to the player's role on the team, the coach's expectations for the player, and opportunities to improve for the betterment of the program. Parents must accept their role is to not interfere with a player/coach relationship and be supportive of the process.
- Building a **team-first approach** that recognizes student-athletes, parents and coaches for leadership, attitude and ability to contribute for the greater good.

Committee Membership: The Committee for Culture and Responsibility will be a five-person committee composed of:

- Two age division directors from the Board of Directors,
- Two parents or guardians that are not on the Board of Directors and not in a paid position,
- FOB Vice President (chair)

**Term:** Committee members shall serve no more than three years as long as they remain qualified under their membership status. A committee member may continue under new membership status if a position under that status is open.

**Committee Structure/Voting:** The committee will report through the FOB Vice President. Each member will have one vote on voting matters and based on those votes will make recommendations to the FOB Executive Committee and full FOB Board of Directors as needed. A committee member must recuse themselves and not be allowed to cast a vote on any issue or matter that directly involves themselves, a member of their family, or a team that a member of their family plays on. In the event a committee member must recuse themselves from a discussion or vote, the FOB President will appoint an individual from the same representative group to temporarily assume the duties of the recused committee member for the discussion or investigation at hand. If the FOB Vice President recuses themselves, the FOB President will assume the role, followed by the FOB Secretary and then FOB Treasurer, if necessary.

**Committee Authority:** The committee will provide leadership and recommendations to the FOB Executive Committee under the following areas pertaining to conduct:

- Ensuring the FOB Code of Conduct is enforced for student-athletes, coaches, officials, parents, and fans;
- Investigating alleged violations of the Code of Conduct and providing evidence and recommended penalties to the FOB Executive Committee;
- Supporting disciplinary actions as outlined by coaches for on-field and off-field incidents not governed by the FOB Code of Conduct;
- Developing, implementing and enforcing a Parent Code/Fan of Ethics;

**FOB Recognition Program:** The committee will be responsible for overseeing the FOB Recognition Program. The program will recognize student-athletes, coaches and volunteers for representing and living the values of FOB to their fullest and being the best representative of FOB. The awards program includes:

- **The Bob Sheldon Award for Excellence** - This is the highest award given to a student-athlete in FOB and recognizes any player from 13U through Senior Legion who best exemplifies the FOB values. Each team may nominate ONE student-athlete.
- **Wayne Hauschild Sportsmanship Award** - The team will recognize ONE member of each youth baseball team who displays the best sportsmanship, attitude and team-first ability.
- **Friends of Baseball Scholarship** - A minimum of one \$500 scholarship to a graduating senior(s) who are attending a post-secondary institution will be available. Scholarships are awarded to individuals who best live FOB values.

- ***FOB Volunteer of the Year*** - Award given to the family that best exemplifies FOB values and has served as a key contributor/volunteer to the organization.
- ***FOB Citizen of the Year*** - Recognize someone in the community (or region) who has a positive impact on FOB.
- ***FOB Fan of the Year*** – Recognize someone who best supports Brookings Friends of Baseball team(s) by exhibiting organizational values..

**NOTE:** The Bob Sheldon Award, the Wayne Hauschild Sportsmanship Award, the Friends of Baseball Scholarship will be given annually. The FOB Citizen of the Year, FOB Person of the Year, FOB Family of the Year and the FOB Fan of the Year will be awarded as determined by the committee and nomination process..