



INTRODUCTION

Dear Coaches, Assistant Coaches, and all Coaching Staff:

We the board of the Memphis Nighthawks Organization would like to officially welcome you to this new season of home-school sports. Whether you are returning or a new member of our coaching staff, we are very thankful for your generosity in giving your time and talents to work with our young people.

We have prepared this handbook with the hopes of giving you a useful tool to assist you in your coaching responsibilities. Please take the time to read through it carefully, and feel free to ask about anything that is unclear.

We are here to support our Athletic Director and his assistants, who are your first links to our organizational structure.

Our desire is to keep a twofold focus for the Memphis Nighthawks:

- 1) Bring honor to Jesus Christ.
- 2) Provide high quality competitive sports for home-educated students in the greater Memphis area.

Your servants,

Memphis Nighthawks Board of Directors

Mission Statement:

The Memphis Nighthawks Organization exists to glorify Jesus Christ through competitive sports. The organization uses the arena of physical training and competition to teach each student-athlete the disciplines needed to build Christian character and excellence in education, teamwork, and leadership.

The organization operates in accordance with all Fellowship of Christian Athletes guidelines and values. These guidelines are designed to guide the actions of our board members, directors, coaches, staff, parents, and participants.

Memphis Nighthawks Contact Information



Basketball Athletic Director
Mr. Sean Berry
Sberry.mrav@gmail.com

Football Athletic Director
Mr. Hank Smith
Hank_smith94@hotmail.com

Soccer and Volleyball Athletic Director
Mr. Billy Mattix
w.mattix@yahoo.com

2015-2016 Board of Directors and Officers as of 6/25/2015

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Dr. Christopher Brown, Vice Chairman
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nathankyzar@yahoo.com

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INTRODUCTION

2015 – 2016 Coordinators, Committee Heads, and Administrative Positions

Athletic Director – Sean Berry
Sberry.mrav@gmail.com

Eligibility –

Accommodations – Beverly Molloy
beverlymolloy@gmail.com

Special Events – Beverly Molloy
beverlymolloy@gmail.com

Accounting – Michael Molloy
mmolloy@usverify.com

Fundraising – Beverly Molloy
beverlymolloy@gmail.com

Merchandise / Apparel – Rhonda Arthur/Teresa Wheeler
Teresa.r.wheeler@gmail.com / rhondaarthur@me.com

Benevolence – Michael Molloy
mmolloy@usverify.com

Team Mom Coordinator –

Practice Gym Schedule Coordinator – Teresa Wheeler Teresa.r.wheeler@gmail.com

Website Coordinator – Rhonda Arthur
rhondaarthur@me.com

Volunteer Opportunities



- **Board of Directors**

- **Athletic Director**
 - Sport Coordinators and/or Associate Athletic Directors (as necessary)

- **Directors and Committees**
 - Eligibility
 - Accommodations
 - Special Events
 - Accounting
 - Fundraising
 - Merchandise and Apparel
 - Benevolence

- **Head Coaches**
 - Assistant Coaches
 - Team Moms
 - Team Business Managers

Background Checks and MLA



The care, protection and well-being of our student athletes (physically, mentally and spiritually) is of paramount concern to the organization. To provide a reasonable level of assurance to players and families that our organization is trustworthy and provides a safe environment for its participants, the organization requires that all those in leadership positions (i.e. coaches, Board members and others appointed by the Board) must submit to the following:

1. **Background Check**

The Nighthawk organization will conduct a background check on all Board members, Board appointed positions, head coaches and assistant coaches, prior to the start of the season or appointment. An authorization form for the background check will be provided and results will remain confidential with the Board of Directors.

2. **Nighthawk Ministry Leader Application**

The organization strives to operate in accordance with all Fellowship of Christian Athletes guidelines and values. These guidelines are designed to guide the actions of our Board members, directors, coaches, staff, parents, and participants. The organizations Confidential Ministry Leader Application (MLA), is based on FCA's MLA, which is one of FCA's cornerstones for reviewing and approving those in leadership positions.

All Board members, Board appointed positions, head coaches and assistant coaches, prior to the start of the season will complete the Ministry Leader Application. This is a one-time requirement, which is kept on file and reviewed by the Board of Directors prior to the coach, Board member or appointed beginning their service.

Communication Guidelines



Board Members:

1. Communicate in timely manner with athletic director, committee heads, coaches, and parents.
2. Seek input from athletic directors, coaches, and parents.
3. Respond to request or questions for information within 48 hours, even if that response is to say that further deliberations are needed.
4. Review recommendations from Athletic Director. Make final approvals.

Athletic Director:

1. Seek and submit coaching recommendation to Board for Approval
 - a. This recommendation must include the completed Ministry Leader Application and Background Check
 - b. Email coaches at end of the season asking their help in determining desires for coaching and helping for the new season.
2. Communicate with coaches concerning policies.
3. Respond to request or questions for information within 48 hours, even if that response is to say that further deliberations are needed.
4. Communicate with board liaison concerning any issues or problems that arise with a coach, player, or parent and steps taken to settle the matter.
5. ALWAYS follow-up verbal meetings with an email communicating a summary of the discussion and the end result or agreed upon action or next step.

Coach:

1. Communicate all practice times and gym to player and parent.
2. Post game schedules on the website in timely manner.
3. Post tournaments in timely manner.
4. Any cancellations need to be posted ASAP along with a phone call if cancellation comes in less than 24 hours.
5. Verify website is updated. Check regularly.
6. Seek and select a Team Mom.
7. Coordinate with Team Business Manager on team budget and submit budget to the organizational Treasurer.
8. Submit contact information to Team Mom.
9. Pass along any information concerning possible benevolence needed for a player(s).
10. Respond to request or questions for information within 48 hours, even if that response is to say that further deliberations are needed.
11. Communicate with Athletic Director concerning any issues or problems that arise with a coach, player, or parent and steps taken to settle the matter.
12. ALWAYS follow-up verbal meetings with an email communicating a summary of the discussion and the end result or agreed upon action or next step.
13. Keep notebook at all practices and games of each player's waiver form, eligibility form, and birth certificate.

Communication Guidelines, cont.



Player/Parent:

1. Notify coach as quickly as possible if missing practice or game.
 - a. Phone Call, Email, Text
2. Submit all fees to Team Mom.
3. Submit all fundraiser orders and merchandise order to Team Mom.
4. Communicate with coach about fees.
5. Check website regularly.

Business Managers:

1. Work with coaches on team budgets.
 - a. Use included Sample Budget as guideline. The Excel file will be available in the Coaches Corner of the Website.
2. Work with Team Moms to get statements out to parents/players in timely manner.
3. Be discreet working with parents.
4. Communicate any problems in payment to coach and organizational Treasurer.
5. Follow guideline for Check requests and provide receipts for Purchase made personally that you desire to be reimbursed for
6. Maintain team account balances and communicate to coaches.

Team Moms:

1. Work with Team Mom Coordinator in setting and meeting deadlines for various fundraisers.
2. Be diligent to get fundraising material to player/parents in timely manner.
3. Respond to emails and phone calls quickly. Timely communication is ESSENTIAL.
4. Schedule team pictures.
5. Collect all the paperwork for the coach.
6. Maintain notebook with all the paperwork for the coach.
7. Gather volunteers when needed for working various organizational events.
8. Keep coach updated on all activities.
9. Collect grade reports twice during each season, once at the end of the first semester of school, and again before we travel to nationals. Place in coach's handbook and confirm by email to Director of Eligibility that these have been collected for each player.
10. Collect payments. Make sure to be available at practice or game for parents to make payments.
11. Make deposits within 24 hours of collection.

Communication Guidelines, cont.



Team Mom Coordinator:

1. Work with Fundraising Director to distribute fundraising orders and materials. Collect fundraiser monies. Turn monies over to Fundraising Director.
2. Communicate with Team Moms frequently.
3. Collect all merchandise orders.
4. Coordinate with Merchandising Director in order counts and distribution.
5. Deposit all monies for merchandise into organization account.
6. Work with Events Director on pep rallies, banquet, pre-season organization meeting, alumni-varsity game, homecoming, etc.

Coaching Overview

• **Mission Statement**

The Memphis Nighthawks Organization exists to glorify Jesus Christ through competitive sports. The organization uses the arena of physical training and competition to teach each student-athlete the disciplines needed to build Christian character and excellence in education, teamwork, and leadership.

The organization strives to operate in accordance with all Fellowship of Christian Athletes guidelines and values. These guidelines are designed to guide the actions of our board members, directors, coaches, staff, parents, and participants. The organization's Confidential Ministry Leader Application (MLA), is based on FCA's MLA, which is one of FCA's cornerstones for reviewing and approving those in leadership positions.

• **Coaching Philosophy**

The Nighthawk coaching philosophy builds on these principles: player development, team development, excellence in team play and Christ centeredness. The dual challenge is to maintain the competitive balance needed for program excellence and to develop a sufficient number of players to maintain the program through Varsity (18u) play for all sports.

• **Coaching guidelines**

Nighthawk players must play on their age appropriate teams according to NCH-BC guidelines. Players may "play up" in accordance with Nighthawk policy if an exception is made in accordance with the appropriate coaches and parents.—



Coaches will cooperate in common plays and strategies as player age and talent allow. If necessary to improvise, coaches have authority over their individual team but must lead their team with the best interest of the overall program in mind.

Coaches should be aware that parents experiencing serious financial difficulties may qualify for assistance from the organization benevolence fund. Refer those with valid financial needs to the Director of the Benevolence committee.

Parental concerns are to be initially directed to the main coach involved and then to the athletic director, if necessary. There is an escalation policy for issues not resolved at the lowest level. For example, if a coach is approached by a parent with a concern about another coach, the parent will be asked to talk first to the coach directly. If the coach does not provide a satisfactory resolution for the parent, the parent can then discuss the issue with the athletic director. If not resolved at either level, the parent may utilize the conflict resolution process.

Nighthawk coaches serve one year at a time and must meet all guidelines as set forth by the Fellowship of Christian Athletes and the Nighthawks organization. All parents will be given evaluation forms to give feedback on each coach at the end of the season.

- **Assistant Coaches**

Each head coach is responsible for finding an assistant coach, if they so choose. The assistant coaches must meet all of the qualifications of the head coach and must have the approval of the Board of Directors. Parents may be assigned to various support roles at the direction of each head coach.



- **Coaching Requirements**
 - **Background Checks**

The organization requires that all coaches and assistant coaches submit to background checks and approval. (see B9 Background Check and MLA for details)
 - **Christ-like Coaching Class**

A Christ-like Coaching Class will be scheduled before the start of the sport season, and it is required for all coaches to attend.
 - **Ministry Leader Application (MLA)**

The organization requires that all coaches and assistant coaches complete a Ministry Leader Application. (see B9 Background Check and MLA for details)

Coaching Responsibilities

Coaches are responsible for their team. Key responsibilities include:

- Leadership Guidance – Provide guidance, direction and cohesion for the team.
 - Leading (or assigning another to lead) devotions and prayers at practice and games
 - Stay atop changing rules and guidelines for the sport.
 - Be aware of player personality conflicts and/or behavior issues and handle these immediately to set precedence.
 - Please follow-up with an email or letter confirming the conversation and the corrective action required as well as any discipline applied.
 - A copy must go to the Player/Parents and Athletic Director.
 - Encourage mentorship within your team to help them grow in Christ through sports.
 - Remind players on a frequent basis that their behavior should represent Christ and our organization in a positive manner.



- o Team Meeting – conduct minimum of one team meeting with parents and players before the first practice.
 - o Review all player, parent, and coaches covenants and requirements of the Memphis Nighthawks. Specifically address all player, fan, parent, and coach expectations and personally review these expectations with the players and parents.
 - o Review coaching philosophy, expectations, etc.
 - o Distribute and receive all required paperwork, releases, signatures, etc.*
(*Team Mom should coordinate paperwork and fees)
- o Facility and games coordination –
 - o Practice Facility - Work closely with Athletic Director in identifying practice and game facilities.
 - o Work closely with Athletic Director to coordinate and schedule games and leagues for team play.
 - o Ensure team is fully registered for any post-season play.
 - o Ensure each player and their families know the rules for each facility regarding behavior, sibling activity (where they are/aren't allowed to be), etc.
- o Eligibility – Work with board secretary and Team Mom in assuring student athletes are academically eligible for the given sport and to make sure the program is acting within conference, TSSAA, or other association, rules.



- o Coaches' tools –
 - o Team mom – Selection of team mom to assist with and manage multiple items (i.e. communication, coordination of uniforms, grades, fee collection, player's waiver form, eligibility form, and birth certificate etc.), use of website for communication and game scheduling etc.
 - o Team Business Manager – selection of team business manager (as necessary) to handle and work closely with finance director (Team Mom can also serve as Team Business Manager).
 - o Memphis Nighthawks Website – Full utilization and adoption of the Memphis Nighthawks website. (i.e. listing of practices, upcoming games, game results, notification tool for parents etc.) . Website must be maintained to assist everyone in the organization being able to participate and support other teams.
 - o Benevolence - Pass along any information concerning possible benevolence needed for a player(s) to Director
 - o Assistant coaches – Recommending and working with sports Athletic Director to receive approval of assistant coaches.
 - o Fundraising – Fully support and encourage fund raising activities by working closely with the fundraising coordinator.

- o Budgets – In coordination with finance director, prepare, propose and manage the team budget. (Note: the team budget must be approved by the board before distribution to parents)

- o Conflict resolution – Mediate and resolve any disputes involving athletes, coaches, and parents immediately. Present conflicts (if not resolved) to the sports director and/or board for guidance.



Player Eligibility

(1) We are a Homeschool sports organization. Homeschooling is primarily an academic decision and sports are a secondary consideration. At this time, the primary national Homeschool basketball guidelines are found under the National Christian Homeschool Basketball Championships (NCHBC).

(2) We are a competitive sports organization. While recognizing the need for broad involvement of players, we are focused on player development that results in fielding competitive Homeschooled basketball teams. However, being competitive must include being competitive across the different age levels. Being competitive at just the younger ages or just the varsity level is not our goal. Our goal is to be competitive throughout the program at our various age/grade levels.

(3) We want to win championships. Winning is not the only measure of success, but goals are important for motivation and evaluation. Currently, Homeschool national championships are won at the NCHBC. Homeschool sports are expanding rapidly and we want to be in the forefront of this movement. In Tennessee, the state guidelines for school sports (TSSAA) now allow all TSSAA teams to play Homeschool teams. The TSSAA does not regulate Homeschool sports but as an organization we seek to ensure fair competition whenever we play teams following TSSAA guidelines. The Memphis Nighthawks can accomplish this goal by fielding teams that follow open and faithful academic and eligibility guidelines.

(4) The Memphis Nighthawks will follow the NCHC and NCHBC guidelines for player eligibility as our PRIMARY measure of team organization and player eligibility. The NCHC and NCHBC guidelines are reproduced here:

NCHC Eligibility Guidelines

Home School Student-Athletes

National Christian Homeschool Championships are designed to provide top-quality tournaments for Homeschool Student-Athletes. There are a series of eligibility rules that are designed to ensure that every participant is a Homeschool Student first and an athlete second. As Homeschool sports continue to grow, it is the NCHBC's desire to make sure that the teams that participate in the Homeschool division of the NCHBC tournaments do not have a resemblance of AAU-type teams or all-star teams. These rules are not only meant to keep the playing field level at the National Tournaments but are also designed to protect the reputation of

Player Eligibility, cont.



Homeschool teams on a national and local level.

Note: The following rules apply to both the National Championships and NCHBC-sanctioned Regional Tournaments.

Definition of a Homeschool Student-Athlete

"Homeschooling" is defined to mean that a student's education is parent-directed.

As such, the parents shall be involved in their child's education by assuming the role of principal or headmaster, thereby (1) setting the date and requirements for high school graduation; (2) selecting and approving course materials and study schedules; and (3) selecting tutors, correspondence courses, videos, computer courses, and similar resources for their child's education. Homeschooling would also include the person of legal responsibility of the student filling the role of a parent (this may affect the Division that a player is eligible to play in - see Division play)

The Role of Outside Institutions

College Classes

It is understood that a student may have the opportunity to take dual-credit college courses, particularly in his/her junior or senior year. The NCHBC encourages such enrollment by Homeschool students, and the definition above shall not be construed to mean that such students are not Home-schooled if the participating college admitted the Homeschool student as a high school student. However, the student may not take enough courses to be deemed a "Full-Time Student" by the college or university. Additionally, the student must maintain at least 51% of his/her education from classes that meet the Homeschooling definition.

Private and Public Schools

Full-time enrollment in a traditional public or private school is not Home-schooling because the child's education in such schools is not parent-directed. A player that attends a private, public, charter, or university-model school full-time is not eligible in Homeschool divisions. For part-time students at these types of schools, the student must maintain at least 51% of his/her education from classes that meet the Homeschooling definition.



Player Eligibility, cont.

Coop and Umbrella Schools

The participation in a cooperative school, and/or an umbrella school can create some questions. In some states, "Homeschool students" are required by law to attend a private school and, in such cases, cooperative or umbrella schools are formed for this purpose. These schools, whether called cooperative, umbrella, or "private," are characterized by significant and direct parental involvement, often simply representing different forms of Homeschooling within a group of like-minded families. In such cases where the student-athlete meets the definition of Homeschooling and is involved in a coop and umbrellas school, he/she is deemed eligible by the NCHBC.

Vocational Classes

In some states, "Homeschool students" are permitted to take classes at vocational schools. A student may take classes at such schools as long as he/she maintains at least 51% of his education from classes that meet the Homeschooling definition.

51% Rule

For clarification purposes, a normal course load for a full-time student is six (6) core courses; therefore, if a student-athlete is taking more than three (3) courses at a public, private, vocational, or college institution, he/she is not considered 51% Homeschooled. If there are special circumstances, a student may apply for a hardship exemption.

NCHBC Eligibility Rules

Academics

Each member team and/or program shall have standards in place to make sure that all participating players maintain at least a 2.0 GPA (on a 4-point scale) during the active season.

Age Restrictions

Boys and Girls 10-and-under, 12-and-under, 14-and-under, 16-and-under, and 18-and-under are the ten different age groups offered. A player's age group is determined by his/her age on September 1, 2010. For example, a player who is 16 on September 1, 2010, but turns 17 on October 5th is considered eligible to play in the 16-and-under age group at the 2011 National Championships. Players may play in a higher age group, if desired.

Player Eligibility, cont.



Transfer Students

Any student who transfers from a public school, Christian/private School, or another Homeschool team and is under disciplinary action(s) must wait one (1) year before he/she is eligible to participate in any NCHBC activity or play against other Homeschool teams. All other transferred players must complete a transfer request and submit it to the Eligibility Committee prior to the first day of practice in order to be declared eligible.

Additional Educational Requirements

A player that has participated in a graduation ceremony is not eligible to participate at the National Christian Homeschool Basketball Championships.

To be eligible for participation in the National Christian Homeschool Basketball Championships, a player must be Homeschooled continuously from October 1st to the beginning of this year's tournament.

Additional Non-Educational Requirements

A player must live at home with his/her parent, legal guardian or legally responsible person (in the case of foster children or other family hardships) in order to be considered Homeschooled.*

A player cannot be married.

A player must live within a 100-mile radius of the team's practice facility.

**Legal Responsibility Hardships must be Pre-Approved by NCHBC*

End of Eligibility Guidelines

(5) A player's primary team will be their Homeschool (NCHBC) age appropriate team. Their team fees will be paid to this team and this team's game and practice schedule will be their first priority. In addition to their primary team, a player may also "play up" on an older team with the approval of both head coaches and the player's parents. The player will only be charged one team fee but may have to pay a uniform deposit if they are using a uniform from the older team.

(6) Players whose ability greatly exceeds their age level may try out for older age teams. If the player makes the older team and is projected to be one of the top seven players in minutes played, then that team will serve as their primary team. In these cases they may "play down" on their age appropriate team. However,



Player Eligibility, cont.

all team fees will be required for each team in which the player participates. Coaches should use wise discretion in making these decisions and keep the best interest of the overall program in mind. The coaches should also be in contact with the parents of the player to maintain good communication with the desires of each coach, the player's parents, and the player.

(7) Also, because various tournaments and school teams may have requirements and restrictions that are different from Homeschool guidelines, teams may be temporarily restructured to match the guidelines of different opposing teams and for different tournaments. Again, the best interest of the overall program should be considered.

Coach's Checklists and Agreement Form



The following forms and registrations are required from all parents / players and coaches who participate in the Memphis Nighthawks organization. These forms may be updated and/or revised from year to year and will vary from sport to sport. These forms are included in the Memphis Nighthawks Handbook except as noted below.

Ultimately it is the responsibility of the Head Coach on each individual team to ensure that these forms and registrations are completed and submitted to the Memphis Nighthawks Board of Directors by or before the dates established in the Master Calendar.

- **Parent / Player Forms Checklist**
 - Player Participation Agreement (includes Player and Parent Covenant)
 - Release of Claims Form
 - Bellevue Release Agreement
 - Academic Eligibility Form

- **Coach Forms and Registration Checklist**
 - Nighthawks Ministry Leadership Application
 - Heads-Up Concussion Online Training Program
 - http://www.cdc.gov/concussion/HeadsUp/online_training.html
 - **Takes 30 Min**
 - Attendance at Christ-like Coaching Class
 - Background Check authorization form (to be provided separately)
 - Nighthawks Release of claims form Agreement
 - Coach's Checklists and Agreement Form

- **Coaches Agreement**

I have read and agree to the terms and conditions of the Memphis Nighthawks Handbook and agree to uphold and comply with these terms and conditions to the best of my abilities.

Coach's signature

Date

Player Participation Agreement

****Please Read Carefully**

Page 1 of 5



Purpose: The Memphis Nighthawks Athletic Organization (Memphis Nighthawks) exists by the sovereignty and grace of God, through and for his son Jesus Christ. We seek to provide a competitive school-level athletic program for Memphis area homeschool students. Our goal is to build character and relationships, in a competitive environment, that demonstrates commitment to Jesus Christ and His Word through integrity, hard work, self-sacrifice, teamwork and athletic excellence.

Player Covenant:

- As ambassadors of Jesus Christ in all we say, think, and do, players shall strive to behave in a Christ-like manner at all times.
- All players shall obey and comply with the coach's instruction or direction. Understand that experience, positions played, athletic ability, effort, attitude, development and discipline are all key ingredients in how the coaching staff will determine the roster prior to, and during any game. Parents/guardians of players, by allowing their son or daughter to participate on this team, agree to the authority of the head coach where team issues are concerned. Infractions include, but are not limited to:
 - Any unexcused absence from a game, practice, or team activity without advance notification to the coach.
 - Any complaining and/or poor attitude concerning playing time or coaching method.
- Players shall promote a Christ-like attitude and good sportsmanship in all team activities. Infractions include, but are not limited to:
 - Disrespectful attitude toward pre-game prayer and Pledge of Allegiance.
 - Taunting (trash talking) or being disrespectful to coaches, officials, team members, opposing team players, parents and spectators.
 - Refusing to shake hands with an opponent, coach, or official.
 - Foul or improper language and/or gestures.
 - Fighting or provoking anyone to fight on or off the court.
 - Provoking unnecessary verbal exchanges and/or physical action. Any physical action that is not consistent with the strategy of the game and seems to be primarily intended to cause injury to another player, regardless if any injury occurs.
 - Outward display of disagreement or arguing with an official's call in any manner, whether verbal or nonverbal (such as throwing or kicking ball, negative attitude or gesture directed towards an official).

Player Participation Agreement



****Please Read Carefully**

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- o Posting on social media sites using inappropriate language or anything not bringing glory to Christ and/or the organization.
 - o Any insignia and/or associated articles, tattoos, and jewelry must be removed and/or covered during all team activities.
- The dress code shall be as determined by the Head coach (Board Approved), and is a requirement before and after games. Bring all uniforms articles to every game. If a uniform or any part of a uniform is lost or ruined, the player will be required to pay for the replacement.
- Team Rules for Road Trips: Each player must be accountable to his/her parents or designated supervising adult at all times. This adult is to know the location and activity of each player under his or her supervision. Each player must be responsible for keeping up with his personal belongings, team bag and uniforms. Each player needs to keep his room neat, and to show courtesy to all roommates. Players must observe closely all instructions regarding times and places to meet, when to be in rooms, lights out, and sleeping. Persons of the opposite gender should NEVER be in a player's room. The only exception may be a parent, with permission of (and preferably accompanied by) the coach or supervising adult. A player must not be alone with a person of the opposite gender at any time.

Parent Covenant:

- Always exhibit Godly behavior. We serve as representatives of Jesus Christ and should act accordingly. Infractions include, but are not limited to:
- o Use of crude, profane or vulgar language or gestures.
 - o Consumption of alcohol and/or drugs.
 - o Critical, judgmental, or negative talk directed toward our team members or opposing team members.
 - o Stirring up dissension or causing division within the organization.
 - o Postings on social media sites using inappropriate language or language not bringing glory to Christ or the team/organization
 - o Use of crude or heckling behavior during a game, whether directed at other team, coach or fans.
- Help encourage and enforce the Player Covenant.
- Allow any remarks to the referees to be made by the coach.

Player Participation Agreement

****Please Read Carefully**

Page 3 of 5



- Always be supportive of your child and their teammates. Remember that every player on the team is a contributing player. Spread your encouragement equitably amongst the team.
- Always be supportive of your coaches. Remember that they are sacrificing their time and efforts for our children. High School / College coaches are not receptive to parent interference in the running of their teams. Please give your coaches that same respect rather than questioning playing time and other coaching decisions.
- Never badger the opposition or argue with their supporters. Be appreciative of good play from both sides. Be an example of our Christ-like organization.
- Never harass or badger the officials. Offending an official will not help your team but could likely have a detrimental impact on the outcome of a game.
- After each game, have a positive attitude and show an appreciation for the importance of your child's effort. Remember that playing the game well is more important than winning. Don't complain about the officials, coaching decisions, facility conditions, opposing teams, playing time, etc. Though many times it seems like children don't listen, you would be surprised as to what trickles down from you to your child.
- Address any concerns or problems DIRECTLY with your coach or a member of your coaching staff and do so as soon as possible, but not before a game, during a game, during halftime, during a practice, or especially after a losing game. Attempting swift and contained resolution should always be the first course of action. There is a chain of command for disputes (see Conflict Resolution Guidelines on page 21). Please follow these guidelines.
- Support the team and club by volunteering your services when needed. The only reason your child can participate is because of volunteers. The organization is growing tremendously and could use any help you are willing to provide.

Player Participation Agreement

****Please Read Carefully**

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Disciplinary Guidelines for Players:

The Player's Covenant is in force during all team functions including, but not limited to; games, practices, travel (before and after) team activity, team meetings, etc. Player disciplinary action for any infraction may include, but is not limited to; Verbal reproof, assignment of instructional task, extra running and/or drills, reduction in playing time, game(s) suspension, written formal apologies, restitution, and suspension from the team either temporarily or permanently. Behaviors worthy of IMMEDIATE suspension pending investigation include, but are not limited to:

1. Fighting
2. Flagrant abusive language, bullying, racial disrespect
3. Possession of weapons, including knives
4. Harassment in any form, both physical and/or sexual
5. Vandalism
6. Possession/distribution of pornographic material
7. Possession, use, and/or distribution of drugs, drug look alike substances, or drug paraphernalia
8. Possession, use, or distribution of tobacco products
9. Possession, use, or distribution of alcohol
10. Obscene, pornographic, or otherwise inappropriate postings on social media.

The head coach is given the responsibility and authority to enforce the disciplinary guidelines for any player infractions. If either suspension or removal occurs due to Player Covenant infraction or any other reason, you will be responsible for any additional costs and NO refunds will be given.

Player Participation Agreement

****Please Read Carefully**

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Disciplinary Guidelines for Parents:

The Parent's Covenant is in force during all team functions including, but not limited to; games, practices, travel, team activity, team meetings, etc. Parent disciplinary action for any infraction may result in you being asked by the head coach, athletic director or board member to stop the inappropriate behavior. In some cases, particularly if you have offended an official or disrespected a coach, you will be asked to leave the facility. If you do not cease from the behavior or refuse to leave the facility when asked, your child may be pulled out of the game, temporarily suspended or possibly even permanently removed from the team. Additionally, you and/or your child may be suspended or removed for inappropriate conduct. These decisions are at the discretion of the head coach, athletic director, or the Board of Directors. If either suspension or removal occurs, you will be responsible for any additional costs and NO refunds will be given.

We, the undersigned, have read, understand and agree to abide by the above guidelines. We agree to accept actions taken for failure to abide by these guidelines.

Date: _____

Player (Please Print)

Player Signature

Parent (Please Print)

Parent Signature

Conflict Resolution Guidelines



Obviously, there may be times when parents wish to discuss a particular situation concerning their child, or a coaching philosophy with the coach. We strongly recommend these discussions take place and believe they are extremely valuable, but please, do not corner the coach unannounced. **Under no circumstances try to approach a coach with these, or any other individual concerns, or discussions during a game, before a game, during halftime, during a practice and especially after a losing game.** Instead follow the guidelines provided below:

- Call the coach beforehand and set up a time that works for everyone.
- If the matter is not resolved, then please request a meeting with the Coach and the Athletic Director.
- If the matter remains unresolved then please request a meeting with the Board of Directors.

Use the **Conflict Resolution Form** found in **Appendix A** to make your request to the Board.

Sports Physicals



The Memphis Nighthawks are committed to the safety and well-being of its student athletes. We would like to implement each student having a preseason medical evaluation done annually. These evaluations are to be a screening tool with the purpose of identifying any high-risk situations and a baseline for each athlete.

Nighthawks now requires the following sports and age groups to get a sports physical done annually by a physician of their choice, prior to their season beginning.

- Basketball, Soccer, Volleyball
- Any participant regardless of age participating on a 14U Basketball team, JV or Varsity team.
- Football and Cheerleading – All ages
- Summer Sports Conditioning - all age groups

Physical forms are good for 1 full year and will cover any and all sports played within this year.



Insurance Information

The Memphis Nighthawks are experiencing a great deal of change as we strive to become a unified, well managed organization. The Board and others in leadership roles have identified organizational insurance as a critical item for reasons that are described herein. After significant review and discussion, the decision was made to acquire basic insurance coverage for our basketball players, coaches, spectators, and volunteer staff through Francis L. Dean and Associates (FLDA). FLDA (www.fdean.com) is a national general underwriting company which specializes in sports, students, entertainment, and risks related to specialty activities. We believe that FLDA has the credentials and experience to provide the level of protection that we need relative to our risk as an organization and as individuals / families within our organization.

Costs for the insurance policies described below will be included in the player fees.

- **Accidental Medical Insurance** - Pays the medical bills of an injured participant or staff member. All participants of the Policyholder are covered while participating in sponsored activities. A member is also covered while traveling, directly and without interruption, to and from any Policyholder sponsored activity and his or her home or place of residence. Accidental Death and Dismemberment Benefit (Principal Sum Limit) of \$10,000 / Maximum Medical Expense Benefit of \$25,000.
- **Organizational Liability Insurance** - Provides protection for your team, league, coaches, and staff members against claims of bodily injury liability, property damage liability and the litigation costs to defend against such claims. Coverage includes suits arising out of injury or death of participants, spectators, and volunteers, property damage, host liquor liability, incidental medical malpractice, ownership, use or maintenance of practice areas, general negligence claims, and costs of investigation and defense of claims. Coverage is provided up to \$1,000,000 per occurrence and \$1,000,000 general aggregate.

The coverage provided by these policies will help to financially protect those without insurance, reduce the out-of-pocket costs for those with insurance, and limit our liability and financial exposure against potential claims and lawsuits. These policies will also increase our access to practice facilities and fundraiser locations that are frequently denied due to a lack of organizational insurance coverage.