

Saints Peter and Paul Athletic Association

Mission 1.2

Mission Statement

‘Catholic Youth Athletics furthers the mission of the Catholic Church by providing sports experiences for youth that are firmly rooted in the Catholic faith tradition, based on the goals of Catholic youth ministry, and aligned with the evangelizing mission of the Catholic Church.’

Mission of Catholic Youth Athletics, Archdiocese of Cincinnati Charter on Youth Athletics. [1.2 Charter]

In addition to supporting the mission of the Archdiocese of Cincinnati’s Charter on Youth Athletics, the mission of Sts. Peter and Paul Athletic Association (hereafter abbreviated SPPAA) is to support Sts. Peter and Paul Parish in its broader mission of pastoral care by the promotion and education in sportsmanship, teamwork, leadership and integrity through financial, physical and emotional support of athletic activities that encourage our adults and our youth to mature spiritually, mentally and physically as Catholic men and women.

Goals and Guiding Principles 1.3 & 1.3.2

Goals and Guiding Principles

SPPAA is an organization of Sts. Peter and Paul Parish and exists to provide opportunities for our youth to develop in a positive environment of Christian values and sportsmanship with the following goals in place: [1.3 Charter]

1. Discipleship - To empower people to live as disciples of Jesus Christ in our world today.
2. Participation - To draw people to responsible participation in the life, mission, and work of the Catholic faith community.
3. Growth - To foster the total personal and spiritual growth of each person.

Within the framework of these goals, our priorities are to teach our children to have fun; learn lifelong skills; play fairly and to the best of their ability; respect their teammates, coaches, officials, and parents; win with humility and lose with grace; and most importantly, learn that God has gifted each and every one of us with different talents that unite us to Him as the Body of Christ.

The SPPAA, in supervising the overall scope of the athletic program including teams, coaches, coordinators, and volunteers, follows the guiding principles set forth by the Archdiocese of Cincinnati in the Charter on Youth Athletics: [1.3.2 Charter]

- Discipleship, Faith and Family First: SPPAA proceeds from and always includes Christian discipleship in the Catholic faith, in support of the parents and families whose children participate. SPPAA policies and guidelines are developed with Christian discipleship, the Catholic faith, and family well-being as top priorities.
- Evangelizing Mission: The whole Church and each of its members are called to the mission of evangelization; so too, is SPPAA a part of that mission in addition to the participants, parents, families, coaches, fans, and alumni. All are invited to bring the good news of Jesus Christ to a world much in need of it.
- Responsible Participation in the Church: SPPAA reflects the priority of regular, consistent, and responsible participation in the Church, in its worship, education, community, ministries and service to the world.
- Faith, Character and Virtue Development: In SPPAA, winning, performing, and succeeding are always subordinate to the development of faith, character and virtues in participants and their families. SPPAA promotes and teaches our youth sportsmanship, teamwork, leadership and integrity.
- Trained and Competent Coaches and Athletics Leaders: Coaches and athletics leaders serving in Sts. Peter and Paul Youth Athletics understand their roles as forms of youth ministry leadership, and will get training that leads to competence not only in coaching a given sport, but also in modeling and sharing faith, developing young Catholic disciples, and helping young people and their families stay meaningfully connected to the Catholic Church.
- Safety and Well-being of Children: The safety and well-being of young people in Sts. Peter and Paul Youth Athletics are paramount.
- Good Stewardship and Accountability: SPPAA demonstrates good stewardship of money and other resources, with trustworthy and transparent systems of financial accountability.

In and through the experience of Catholic Youth Athletics, children and their families will better follow Christ, be drawn closer to the Church, and will grow in character, virtues, and Christian service. The provisions of this Charter have been developed to make this mission a reality in the Archdiocese of Cincinnati. [1.3.2 Charter]

Constitution

1. **ROLE OF SPPAA** [6.1.1 Charter]

Role 6.1.1

SPPAA is the heart and soul of Catholic youth athletics at Sts. Peter and Paul Church. It's the place where the Catholic identity of participants, coaches and teams is authentically affirmed, modeled, and lived out. This organization is:

- An integral part of the mission, ministries, and life of the parish and committed to that mission above and beyond other considerations;
- Under the direct authority of the Pastor (parish);
- Part of the youth ministry of the Catholic Church, with leaders, coaches, adult volunteers, and parents who understand the youth ministry mission of Catholic youth athletics;
- Guided by the mission, goals and principles of the Archdiocese of Cincinnati Charter on Youth Athletics; and,
- A source of inspiration, character development, virtue, and Catholic Christian behavior that will ideally be beyond reproach. [6.1.1 Charter]

Ministry Mission 6.2.2

2. **DESCRIPTION OF MINISTRY MISSION** [6.2 Charter]

The youth ministry mission of the parish *is* the mission of SPPAA. SPPAA is responsible for organizing, coordinating and sustaining high quality athletics experiences for young people that build up their faith, character, virtues, self-confidence, communication capabilities and leadership skills, in the context of athletics.

Parish Liaison 6.2.3 a

With this mission in mind, the following are in place: [6.2.3 Charter]

- **Parish Liaison:** A staff member assigned as the representative of the Pastor to the athletics organization allowing for a clear connection between the SPPAA and the parish. This person may serve the dual role of parish and spiritual liaison. [6.2.3 (a)]
- **Accountability:** SPPAA is accountable to the Pastor (including resources, finances, buildings, insurance, and other matters). [6.2.3 (b)]

Accountability to Pastor 6.2.3 b & d

Spiritual Liaison 6.2.14

- **Spiritual Liaison:** A Spiritual Liaison assigned by the Pastor. [See 6.2.14]
- **Stewardship:** SPPAA is a fiscally responsible steward of its monies and other resources, with revenues and expenses accounted for through normal parish financial accounting. [6.2.3 (d)]

3. MEMBERS AND BOARD

The membership of SPPAA shall consist of any registered parishioner of Sts. Peter and Paul Parish (hereafter abbreviated as SPPP) interested in promoting this organization's stated goals and guidelines who has fulfilled or is in the process of fulfilling the financial requirements of this organization. Special consideration may be given to financially burdened families to waive all or part of the financial requirements for one or more activities on a yearly basis. The parish liaison will have the final discretion in each circumstance.

The board shall consist of the president, treasurer, sport (boys' basketball, girls' basketball, girls' volleyball, and HS basketball) coordinators, and scheduler. The term of each board member shall be a minimum of two (2) years and a maximum of two (2) terms. Any board member or association member may nominate new board members, subject to board approval. The SPPAA annual meeting (scheduled May/June meeting) is the starting date for any term. In the event of an opening, a board member can be voted on and added at any time. Board members may be dismissed and replaced prior to the end of their term for health issues, non-performance or other reasons deemed necessary as voted upon by the remaining board members and with the final approval of the pastor.

4. GENERAL BOARD RESPONSIBILITIES

- Represent the organization to other organizations within and outside the parish (sport leagues, Pastoral Council, etc.)
- Promote and assist in compliance with the Archdiocese of Cincinnati Decree on Child Protection (orientation and background checks).
- Promote and assist in expressions of our Catholic faith through prayer at meetings, before practices and before games.
- Promote active participation in parish life.
- Set fees.
- Organize and conduct fundraisers.
- Maintain facilities and equipment.

**Financial
Responsibility
6.2.15**

5. INDIVIDUAL BOARD DUTIES

- President - As the chief executive of the club, the President organizes the fulfillment of the mission, membership issues, and enforcement of the rules. The President conducts and presides at all meetings
- Treasurer - Takes care of everything financial, supervising all aspects of the finances of the organization including an annual budget, collects fees and dues, approves and substantiates all expenditures, retains bills, receipts and requests for payment and provides a monthly financial report of the organization. The Treasurer should provide accurate, complete and timely reports as required by the organization, the parish, the Archdiocese and the government, and pays all outstanding bills promptly upon receipt. [6.2.15]

- Secretary (this position may be filled as a dual role by an existing Board member) - Point of contact for all communications and record minutes of all regular meetings and preserve records, reports and correspondence of the organization.
- Sport Coordinators - Coordinators shall attend league organizational meetings, review and make recommendations for coaches, and support the equipment manager in dispensing equipment, rules and uniforms to all coaches before the season and ensure collection at the end of the season. Coordinators will work with one another to resolve conflicts regarding practice and games times and facilities for all teams. They will relay all information concerning league play, cancellations and/or changes in scheduling to all coaches and facility schedulers. Each coordinator will work with the Treasurer to prepare a budget for their respective sport.
- Scheduler - The scheduler is responsible for scheduling gyms and facilities, establishing and enforcing regulations of these facilities, and the recruitment and management of volunteers required to maintain them. The scheduler works in conjunction with the member of the pastoral staff responsible for scheduling facilities within the guidelines of the Parish Scheduling Policy.

**Spiritual
Liaison
6.2.14**

6. SPIRITUAL LIAISON [6.2.3 and 6.2.14 Charter]

As specified in 6.2.14 (b) of the Archdiocese of Cincinnati Charter on Youth Athletics the spiritual liaison is responsible for communicating the spirit, mission, goals and principles of the Charter on Youth Athletics to all in the athletics organization; ensuring that the annual coaches’ ministry meeting(s) are scheduled.; attending the annual coaches’ ministry meeting(s) and monitoring attendance at such meetings by the coaches; assisting coaches in implementing a spirit of ministry, as reviewed annually at the Coaches’ ministry meeting, in practices and games throughout the season; participating in end-of-year evaluations of coaches and discussions regarding their return for future year; providing resources, including prayers and other resources, to assist coaches in their youth athletics ministry; being a listening ear outside of the athletics organization for coaches, parents or athletes; in consultation with the Pastor and athletics organization leadership, establishing any guidelines to be fulfilled by coaches or teams to integrate Catholic/Christian faith and spirituality more fully into the athletics programming; and is a member of the athletics organization Grievance Committee.

7. MEETINGS

SPPAA Meetings will occur in September/October (at start of season) and May/June (to close the season). Meetings may be called for special purposes on an as-needed basis. An agenda will be available prior to the meeting. Agenda items may be submitted to the President one week prior to the meeting. Meetings are open and the membership is encouraged to attend.

8. VOTING

Board members will vote. Each member will have one vote, except the President, who will vote only when a tiebreaker is necessary. Voting will occur during scheduled booster board meetings. On rare occasions, when necessity calls for the board to vote on a matter in an expedited fashion, voting may take place via email. Results of email votes will be read into the minutes at the following board meeting.

9. QUOROM

No booster business shall be conducted without five members of the current board membership present or participating via electronic vote.

Scheduling 6.2.8

10. SCHEDULING [6.2.8 Charter]

The Parish Scheduling Policy, which includes the following Scheduling Criteria from Section 5.2.6 of the Archdiocesan Charter on Youth Athletics, shall be used when creating schedules for any athletic events or activities:

- 1) Sundays and Holy Days: No scheduling of athletics activities (including games, practices, tournaments, and other meetings) at parishes, schools or at Facilities, on or off-site, on Sundays and Holy Days before 1:00pm (e.g., 1:00pm kickoff, tipoff, starting whistle, etc.). Also, no scheduling of athletics activities on-site at Catholic parishes that adversely affect the parish's worship (for instance due to noise or parking problems) during Saturday and Sunday afternoon and evening liturgies.
- 2) Triduum: No scheduling of athletics activities (including games, practices, tournaments, and other meetings) on Holy Thursday, Good Friday, Holy Saturday or Easter Sunday.

- 3) Religious education and sacramental preparation: Athletics activities (including games, practices, tournaments, and other meetings) are not to be scheduled when the children involved normally would be attending religious education, sacramental preparation programs and the like. If conflicts occur, programs of religious education, sacramental preparation and the like take precedence. Coaches are expected to support the faith formation of their players, and in no case are children to be penalized (for example, being required to sit out all or part of a game) by coaches or athletic leaders for missing a practice or game due to participation in such programs.
- 4) Other days: In addition, scheduling will consider other days as specified by the pastor. [6.2.8 Charter]

Eligibility 4.2

11. ELIGIBILITY OF CHILDREN IN SPPAA ATHLETICS [4.2.1 Charter]

Eligibility for participation on a SPPAA team for those in grades 1 through 12 shall be determined by the following:

- Parish registration: The participant’s parent or legal guardian is registered with the Sts. Peter and Paul Parish. If the parents of a participant are registered at more than one parish, the child is expected to play in only one parish per school year (July through June); OR
- Catholic elementary school: The participant attends a Catholic school sponsoring the team. If a participant from Sts. Peter and Paul attends another parish’s school, or a non-parish school, the participant may participate either on the team(s) of the school they are attending, or the parish’s team(s); OR
- Unaffiliated participants: Children (Catholic or non-Catholic) who are not registered with a Catholic parish or attending a Catholic school may participate in Catholic Youth Athletics only by special application and permission by the parish Pastor, or non-parish school principal), the athletics organization(s) and the league(s). [4.2.1 Charter]

The final decision of eligibility is at the discretion of the pastor or his delegate.

Religious Ed Requirements 4.2.3

12. RELIGIOUS EDUCATION REQUIREMENTS [4.2.3 Charter]

Catholic participants: Catholic participants will be enrolled in and regularly attend the SJEP religious education program in the current school year (which may be scheduled during the summer or the school year). Three or more unexcused absences from religious education sessions will normally result in suspension from the team. Legitimate excused absences such as due to illness will be assessed on a case-by-case basis at the local level. [4.2.3 (a)]

Non-Catholic participants in Catholic parishes: In the case of non-Catholic children whose parents have enrolled in SJEP religious education or are otherwise in the process of becoming Catholic, they are eligible to play provided they are enrolled in and regularly attend the SJEP religious education in the current school year. Missing three or more religious education sessions will normally result in suspension from the team. [4.2.3 (c)]

Unaffiliated participants: Unaffiliated participants are not required to attend religious education, but may be welcomed and encouraged to do so. [4.2.3 (d)]

Team Membership

4.2.2

13. TERMS OF TEAM MEMBERSHIP [4.2.2 Charter]

The participant is expected to play for SPPAA for the rest of that school year, unless the family residence moves to a different locale and parish, in which case a change is permitted. If an individual's parish or school sponsors a team in a particular sport, the individual is to participate on that parish's or school's team and is not permitted to play for a different parish or school without written approval by the parish Pastor, or non-parish school principal, the athletics organization(s) and the league(s), on a case-by-case basis.

If SPPAA cannot provide a complete team in a particular sport, but has children interested in participating, they can: [4.2.5 (b)]

- 1) Place them on another parish team geographically adjacent to the parish that cannot field a team, OR
- 2) Form a combined team with one or more adjacent parishes, in which case all children from a given parish are expected to play for that team.

If no parish or school is able to accept an individual, the league and/or the Commission may assist in placing the individual in an appropriate program. [4.2.5 (c)]

Safety and Well-Being 4.3.1

14. SAFETY AND WELL-BEING OF CHILDREN [4.3.1 Charter]

All adult coaches and SPPAA board members must attend a VIRTUS® Child Awareness Session on the Decree before they have contact with children. These parties are also required to read the monthly Virtus on-line training bulletins and complete the quizzes each month to record that the bulletin has been read and understood.

All adult coaches and SPAA board members must submit to a background check as dictated by the Archdioceses.

For any practice or game, at least two adults, both of whom have successfully completed a VIRTUS® Child Awareness Session and background checks through fingerprinting or otherwise in a manner approved by the Chancellor in accord with the current policies of the Archdiocese, and who are not related to each other, must be present. Single sex athletics must have at least one adult of the same gender as the players at each practice and game.

When thunder is heard or a lightning bolt is seen at a practice or competition, teams will suspend play and take shelter immediately. Once play has been suspended, play or practice will not resume until approximately 30 minutes has passed since the last thunder was heard or lightning flash witnessed.

To prevent heat illness (i.e. heat cramps, heat exhaustion, or heat stroke), when there are high temperatures, coaches will exercise prudence (such as by monitoring athletes closely, limiting practice duration, allowing lighter clothing, providing frequent fluid breaks for rehydration, and/or providing for shade).

Concussions 4.3.2

15. CONCUSSIONS [4.3.2 Charter]

Head injuries can happen in any sport. SPPAA will comply with state law beginning with the 2015 – 2016 seasons (see Ohio HB 143 for more details) as regards concussions. **Before** practice or play begins for each sport or season, the parent or guardian of each participating child should review and sign the head injury information sheet required by Section 3707.52 of the Ohio Revised Code and coaches will receive training on concussions and the requirements of Ohio law. [4.3.2]

16. PLAYING TIME [4.4.1 Charter]

- **Instructional, Recreational and Competitive Designations.** These designations are defined as follows to assist in establishing age-appropriate practices and in clarifying playing time: [4.4.1]
 - Instructional (Up to and including Grade 5): Respecting their young age and the well-being of their families, instructional play will take place in a single league, include no more than two tournaments in addition to the league tournament, and with teams of roughly equal skill in that sport. (See below for playing time norms in instructional athletics).
 - Recreational (Grades 6-12): For the purposes of SPPAA, it is assumed that all athletics are recreational unless otherwise designated as competitive. (See below for playing time norms in recreational athletics.)
 - Competitive (Grades 6-12): Teams and leagues that opt for the competitive designation will publish that designation so that players, parents and families are clear on playing time expectations and any other differences from recreational athletics. (See below for playing time norms in competitive athletics.)

- **Expectations Regarding Playing Time** Whatever the league, the level, or the team, all (i.e., children, parents, coaches, athletics leaders) are clear in advance on expectations regarding playing time, and how it will be monitored and maintained through the season. [4.4.2 Charter]
 - Instructional athletics (up to and including Grade 5): Children are expected to have roughly equal playing time in practices, games and tournaments, monitored and maintained through the season by the coach or other athletics leader.
 - Recreational athletics (Grades 6-12): An athletic activity is assumed to be recreational unless explicitly and publicly designated as competitive. Children in recreational athletics should have roughly equal playing time in practices, games and tournaments, monitored and maintained through the season by the coach or other athletics leader. Coaches may limit playing time as a disciplinary measure (for example, as a consequence for missing practices, consistent tardiness, or other infractions).
 - Competitive athletics (Grades 6-8): An athletic activity is assumed to be recreational unless explicitly and publicly designated as competitive. In teams and in leagues designated as competitive, minimum standards for playing time that are reasonable and appropriate to the sport will be established by those

teams and leagues, made public, monitored and maintained through the season. It is expected that competitive teams will be formed no earlier than 6th grade, unless otherwise granted an exception by the Commission. If 5th and 6th grade students are combined into a single team (necessitated by numbers of available players) the norms applicable to 6th grade students will apply. At the competitive level of play such standards do not guarantee that every player in every game will be provided playing time. For health and safety reasons standards may vary by sport and playing time may vary by game. The enforcement and administration of playing time expectations reside with the parish and the athletics organization. Coaches may limit playing time as a disciplinary measure (for example, as a consequence for missing practices, consistent tardiness, or other infractions).

- League role: Leagues will support playing time norms; however, leagues are not responsible for enforcement and administration of them.

- Provided they meet the minimum standards described here, the parish may enhance, increase or add to these playing time requirements to ensure fairness.

17. PARENTS OF ATHLETES

Parents are important to the SPPAA and should be supportive of athletes, coaches, the board, and the parish staff. Parents must abide by all rules of the sport, booster policies and league regulations while conducting themselves with respect and good sportsmanship at all sporting events. Parents are vital to their child's team and will be recruited to help the team when needed. They are encouraged to attend regular booster meetings, become actively involved in booster fund raising and monitor athletes' grades and injuries. Parents should call coaches when the athlete will be absent from practice or a game.

18. LEAGUE AND TOURNAMENT PARTICIPATION [6.2.16 Charter]

League and Tournament 6.2.16

- SPPAA will participate only in leagues approved by the Pastor or the Commission. Tournament participation is limited to tournaments sponsored by leagues, or parishes or schools within the leagues. There shall be no financial or other obligation placed upon parents to participate in more tournaments than those for which the athletics organization has planned and paid.

- Team uniforms are for parish sanctioned activities (e.g., games, tournaments, pep rallies, etc.). Teams are not to wear their uniforms outside parish- sanctioned activities.

Coaches 6.2.9 & 6.2.10

19. YOUTH SPORT COACHES [6.2.9, 6.2.10 Charter]

- Head coaches must be at least 21 years of age and in compliance with the Decree on Child Protection. Additional coaches must be at least 19 years of age, high school graduates and in compliance with the Decree on Child Protection.
- Coaches should meet the following criteria: Live the values and virtues of the Catholic faith; have knowledge of coaching in a particular sport; exhibit a positive rapport with both children and adults; exhibit maturity (level-headed, able to control temper, take responsibility for mistakes, accepts criticism); and able to commit the time necessary for preparation, practices and games.

Coach Recruiting & Selection 6.2.10

- Coaches will be recommended by the sport coordinator and approved by the board. Before one may actively coach, he/she must attend an Archdiocese of Cincinnati Child Protection Class, submit a background check, be approved by the Archdiocese of Cincinnati and attend Annual Coaches' Athletics Ministry Meeting. Coaches serve as role models for our youth and are expected to actively participate in parish life. Coaches are teachers, responsible for the instruction of student athletes and must abide by the rules of their sport, booster policies and league regulations, the Archdiocese of Cincinnati Charter on Youth Athletics and the Archdiocese Code of Conduct. Coaches will represent the team with a high level of sportsmanship, integrity and respect towards team, parents and opponents at all times (sidelines and practices included) and accept responsibility for sportsmanship and conduct of fellow coaches, athletes and parents during practices and games. Coaches will support and assist in the spiritual, emotional, social and physical development of all players by providing opportunities for athletic skills training, character development, and spiritual growth. Coaches will work with the athletic organization's Spiritual Liaison to ensure an environment conducive to growth in faith, character, and virtues, reinforcing with children and their families the importance of faith and religious practices including Sunday Mass, Holy Days of Obligation and regular, ongoing religious education. Coaches will lead players in prayer before practices and games. Coaches will care for and follow-up on all injuries. Coaches, especially first year coaches, are encouraged to attend an annual clinic for their respective sport. Coaches are encouraged to attend regular booster meetings throughout the season of their sport. Coaches shall maintain and accept responsibility for the equipment issued them. Coaches shall accept responsibility for the sportsmanship and conduct of fellow coaches, athletes and parents during practices and games. [6.2.10 Charter]

- All coaches are expected to sign the Code of Conduct which will be kept on file. Head coaches will make sure assistant coaches are clear on the Code of Conduct and how it is to be enforced. Additionally, head coaches will meet prior to the beginning of the season with the Spiritual Liaison to review evaluations from the previous season or year, and to plan for ongoing quality improvement. [6.2.10 Charter]
- SPPAA will have at least one meeting per year for all coaches in which they receive a presentation of the mission, principles and goals of SPPAA ministry and the Code of Conduct as well as with any updates on safety, Charter developments, best practices, changes in parish policies or practices, and other matters. [6.2.11 Charter]
- Coaches are expected to begin each practice and game with prayer. Prayer before games should consist of both teams gathering together and honoring God as one group. [5.2.7 Charter]

Coach Min. Requirements
6.2.11

- SPPAA will secure anonymous, written evaluations of coaches from parents whose children are participating in the athletics program at least on an annual basis. SPPAA leaders will review evaluations and use them in assisting coaches in their development, counseling them on problems, work with them to correct serious deficiencies, use them to determine that a coach needs to be replaced, and when warranted, keeping parish leaders informed. Evaluations will be retained for at least three years to allow for continuity of perspective in working with coaches. Leaders of the athletics organization are responsible for establishing a secure and confidential location for these at the parish. [6.2.11 Charter]

20. NON DISCRIMINATORY PRACTICES [4.5 Charter]

Discrimination based on ethnicity, nationality, gender and race is contrary to Catholic moral teaching and is unacceptable in Catholic Youth Athletics. This applies in particular to:

- Scheduling (e.g., preferential treatment to boys' over girls' sports);
- Team formation (e.g., selections based on race, ethnicity or nationality); and
- Playing time (e.g., decisions based on race, ethnicity or nationality)

Code of Conduct
Discipline 6.2.12 & 6.2.13

21. **DISCIPLINE** [6.2.12 and 6.2.13 Charter]

All board members, coaches, athletes and parents must exhibit respect and good sportsmanship at every contest and at all times. Failure to follow the rules and sportsmanship of that sport may result in a warning, suspension or dismissal of that person from attending future events. SPPAA will follow the guidelines established in Section 6.2.13 of the Archdiocese of Cincinnati Charter on Youth Athletics in regards to ejections and suspensions. Athletes cannot be denied playing time in a game or tournament if they missed a practice due to attendance at a religious formation class or event that is mandatory.

In the case of a violation of the Code of Conduct, a coach or other official or authorized leader may choose to deliver a warning, or if the violation warrants it the individual may be ejected and suspended, as follows:

- First Violation
 - Ejection for the rest of the game or practice; attendance at next game prohibited.
- Second Violation
 - Ejection for the rest of the game or practice; attendance at next game prohibited.
- Third Violation
 - Attendance at practices, games and any other team activities is prohibited for the rest of the season.

Grievances 6.2.17

22. **GRIEVANCES AND GRIEVANCE COMMITTEE** [6.2.17 Charter]

SPPAA is committed to a safe and healthy environment for our participants, parents, coaches and spectators in relation to all SPPAA sponsored events. Effective communication between the SPPAA and all involved in a boosters' activity is an essential element of the SPPAA.

SPPAA recognizes that there may be an occasion when there is a complaint with a coach or other dictate of the SPPAA board. Participants or parents/guardians of youth participating in a SPPAA activity with a concern or issue related to but not limited to:

- Sport policy and procedure
- Coaching
- Sport coordinators
- Booster board member
- Conduct of players
- Practice
- Playing time

- Schedules
- Fees

should take the following steps:

- Discuss the concern or issue with the head coach first. Seek an explanation of the action with him or her, as they are the closest to the issue or event.
- If the explanation is not satisfactory, contact the appropriate coordinator for further investigation or clarification.
- If the issue or event requires a review of the Boosters Rules and/or Policies, contact the SPPAA President. The President will ask for a review by the SPPAA Grievance Committee and, if deemed necessary, will allow the parent/athlete to attend a special, closed door session for resolution.

By following these steps, the most expeditious resolution of the complaint will occur. The SPPAA and its members are not infallible. The rules and regulations by which the SPPAA operates are designed to provide the most efficient, equitable and fair athletic experience for everyone involved.

The Grievance Committee will consist of three members, including the Spiritual Liaison, Pastor, and the President of the SPPAA. Decisions of the Grievance Committee are final. However, an appeal may be made to the Archdiocese of Cincinnati Catholic Youth Athletics Commission (in the case of youth only) if: (a) due process as described in the Organizational Documents of the athletics organization has been claimed to have been violated; or (b) other non-compliance with the athletic organization's Organizational Documents and this Charter has been credibly alleged.

**Legal, Insurance, &
Financial 7.1-7.3**

23. LEGAL, INSURANCE AND FINANCIAL RESPONSIBILITIES [7.1 Charter]

SPPAA will follow all Charter rules and regulations in terms of Legal, Insurance and Financial Responsibilities as stated in the Cincinnati Charter on Catholic Youth Athletics. Further requirements include:

- SPPAA will abide by the Church, Archdiocesan, federal, state and local laws and practices as spelled out in the Charter.
- SPPAA will abide by the laws, policies and guidelines that govern other Archdiocesan programs in regards to transportation and insurance.
- There will be a separate checking account specifically for the SPPAA. The signers on the account will be the Treasurer, Secretary, SPPP Business Manager and Pastor.
- All disbursements must have two signatures with one being either the SPPP Business Manager or Pastor.

- Each sport should have its own financial ledger. Concessions / admissions will also have a financial ledger. There can be a financial ledger for a miscellaneous category for items that do not fall under a specific sport or concessions ledger.
- The fiscal year of the SPPAA will match up to the fiscal year of SPPP.
- YTD Financials and monthly bank reconciliations should be approved at each Board meeting.
- The approved YTD financials and bank reconciliations have to be submitted to the SPPP Business Manager soon after approved at a Board meeting.
- The SPPAA can have its own 'account' with vendors to allow for proper billings to the SPPAA and not to SPPP.

Transportation 7.2

24. TRANSPORTATION [7.2 Charter]

SPPAA will not provide transportation for any athletic event. It is the responsibility of the parent or guardian to transport the athlete to any SPPAA athletic event.

Code of Conduct 8.0

25. CODE OF CONDUCT [8.0 Charter]

All who are involved in Catholic youth athletics at Sts. Peter and Paul Church are expected to conduct themselves as examples of Christian behavior. This Code of Conduct extends to all events or activities sanctioned or sponsored by SPPAA; including but not limited to meetings, games, practices, travel to and from events, attendance at another team’s game, camps, players’ clinics, officials’ clinics, and during other related activities. Any violations of this Code of Conduct will be subject to disciplinary action as deemed appropriate by the SPPAA leadership, and/or league leadership. [8.1 Charter]

The SPPAA Code of Conduct follows the specifications of the Archdiocese Charter on Youth Athletics: [8.2 Charter]

- Spirit of Catholic Youth Athletics - Treat everyone with respect and love according to the Great Commandments: “You shall love the Lord, your God, with all your heart, with all your soul, and with all your mind. This is the greatest and the first commandment. The second is like it: You shall love your neighbor as yourself. The whole law and the prophets depend on these two commandments.” Matt. 22:37-40
- Adherence to Laws, Rules and Policies - Catholic canon law and Archdiocesan laws and policies including, but not limited to, the Archdiocese of Cincinnati Decree on Child Protection, Federal, state, and local laws and ordinances, the mission, goals, principles, and policies of the Archdiocese of Cincinnati Charter on Catholic Youth Athletics, and those of the SPPAA.
- Specific Violations - [8.2.3 Charter]

- Eligibility - Violation of the eligibility policies of the Archdiocese of Cincinnati Catholic Youth Athletics Charter, including using an ineligible player.
- Recruiting - No recruiting for athletic purposes or to enhance a team's competitive advantage is permitted.
- Leaving the field of play - No team may leave the field, floor, game or tournament because of dissatisfaction with the officials, or their decisions.
- Losing control - Coaches are expected to control their own conduct and the conduct of their players and report to the league and Commission instances where opponents, officials, parents, or fans have failed to control their own conduct.
- Running up the score - It is not permitted to humiliate an opposing team by playing in such a way so as to intentionally run up the score after the outcome of the game is no longer in question.
- Inappropriate communication and behavior - The use of inappropriate, insulting, disrespectful, bullying and demeaning language or behavior before, during or after meetings, practices or games by players, coaches, officials, parents, fans, site personnel, volunteers, or others involved in any parish athletics program is prohibited. Also prohibited are physical intimidation and the use of profane, vulgar, abusive or sexually-oriented language, in oral, written or electronic forms of communication (such as texting or email), by players, coaches, officials, parents, site personnel, volunteers, or fans.
- Escalating behaviors - Behaviors that incite others to act in ways that are in direct conflict with the spirit of Catholic Youth Athletics are prohibited.
- Vandalism and theft - There will be no vandalism, theft, or destruction of property at any athletics venue.
- Alcohol, tobacco, illegal controlled substances - No alcohol, tobacco, or any illegal controlled substance is permitted at practices, league competitions, tournaments, or gatherings where children are present (such as "tailgating" where alcohol is present).
- General Violations - Activities that are contrary to the mission, goals, principles, values, provisions or spirit of Catholic youth athletics as described in this SPPAA constitution are prohibited. [8.2.4 Charter]