



Manchester Hawks Youth Football and Cheer

BYLAWS



(Revised 2023)

MANCHESTER HAWKS YOUTH FOOTBALL AND CHEER
BY-LAWS AND ADMINISTRATIVE POLICIES

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**MANCHESTER HAWKS YOUTH FOOTBALL AND CHEER BY-LAWS
AND ADMINISTRATIVE POLICIES**

1.0 NAME

The name of this organization shall be “Manchester Hawks Youth Football and Cheer.”
(Hereinafter referred to as “MHYFC”)

2.0 COLORS

The organization colors shall be royal blue and yellow, with a white alternate.

3.0 OBJECTIVES

The purpose of this corporation/franchise shall be to provide an organized format where our youth are introduced to football, cheerleading and related activities in an atmosphere which communicates sportsmanship, fair play, and fellowship, with supervisors emphasizing safety in all coaching techniques. Further, it shall be the policy of this organization to promote academic achievement among all its participants. This organization shall be family oriented, community based and supported by all its members to insure the ultimate benefit of its youthful participants.

4.0 USE OF NAME

- A. No person or persons affiliated with this franchise may issue any statement, either written or verbal, to any newspaper, radio, television, or any other communication media which might be interpreted to be an official statement, policy, or position of this franchise or any of its affiliates without the expressed permission of the Executive Board.
- B. No person or persons affiliated with this franchise may use or indirectly imply the name of Manchester Hawks Youth Football and Cheer Inc., this franchise or any of its affiliates for any other purpose except to further the purposes and objectives as specified herein.
- C. No person may utilize the name “Manchester Hawks,” or any logo associated with this organization for personal gain or profit without the express written consent of the Executive Board.
- D. The President shall serve as the official spokesperson for this franchise, except in those instances where the President and the Executive Board direct other personnel to handle public relations.

5.0 AFFILIATIONS

- A. This corporation shall be an autonomous entity and a member franchise of New Jersey American Youth Football, Jersey Shore Conference Inc., hereinafter referred to as HLA (Highest Local Authority).
- B. This corporation shall be subject to the Constitution, By-Laws, Rules, Regulations, and administrative Policies of the “HLA,” to the extent that the aforementioned rules and laws are prescribed and pertain to all franchises within the HLA.
- C. Further, the corporation shall be governed by its franchise Agreement with the “HLA,” and Title 15A of the New Jersey Statutes, et. Seq., in all cases to which, said title 15A is applicable, and accepts where some may be inconsistent with the

By-Laws of the corporation. (Please refer to section 16.10)

6.0 FISCAL YEAR

The fiscal year of the corporation will run from January 1 to December 31st annually.

7.0 MEMBERSHIP

Membership shall be afforded to all persons who subscribe to the purposes and objectives as specified herein. There shall be five categories of membership as follows:

Regular Membership – shall be afforded to persons 18 years of age or older who meet the following conditions:

- A. Parents or legal guardians whose children are participants and who reside within our assigned territory.
- B. Coaches and/or other individuals with no participants in the program but who donate their time to programs, projects, or activities each year at the request and authorization of the Executive Board.
- C. Four (4) General Membership meeting must be met to obtain voting privileges.

Regular memberships begin with the acceptance of registration. Regular memberships shall continue in the event of the renewal of registration for the following season. However, should the member not seek renewal of registration for the following season, all privileges, policies, and obligations dictating membership shall cease effective July 1st.

All persons included in the Regular membership must read, have full understanding, sign, and abide by the Parent's Code of Conduct.

Associate Memberships - shall be afforded to students that have not attained the age of 18 but have registered within the organization. Associate members are individuals who donate their time to the program, projects, or activities of the franchise. All associate members must have parental permission to apply for membership.

Probationary Memberships – This is a status of membership conferred upon all regular members who fall into one or more of the following classifications:

- A. Members who have not paid the participation fee.
- B. Members who have been suspended and/or put on probation.
- C. Members who have not read, signed, and agreed to abide by the terms of the Parent's Code of Conduct (refer to Policy Handbook).

Probationary Members' status shall remain in full force and effect until such time as any of the above conditions are rectified or the probationary period has been successfully completed.

While any member is designated as "probationary" they shall have no voting privileges. Probationary members are not considered members in good standing.

Any adult who has been suspended from AYF or ANY youth sport organization for a period of one year must apply for reinstatement after the sanctioned period. The reinstatement will require the adult to submit a formal letter requesting to appear in front of the Executive Board to present and discuss the issue. After hearing and reviewing the issue, the Executive Board will have up to 7 days to decide by majority vote (E-Board discretion to utilize a balloted vote or verbal) on whether the adult can be reinstated. If the adult has a second offense, he or she may be permanently banned from MHYFC at the discretion of the Executive Board.

Honorary/Lifetime Members – shall be afforded to all past Presidents upon completion of their term of office as well as any person the organization wishes to honor. As long as the member left in good standings. This can be done by a 3/4ths majority vote of the General Membership or a unanimous vote of the Executive Board. These members shall have no voting privileges within the organization.

* All Members must be background checked if they will have interaction with children other than their own (Team Mom's/Manager, Photographer (cannot use cell phone, must be camera), Head Coach, all Coaches, Executive Board and whoever the Executive Board sees fit)

7.1 MEMBERSHIP-GENERAL MEMBERSHIP

The General membership shall be comprised of regular, probationary, honorary/lifetime and associate members. Regular members shall be in good standing and have full voting rights as stated herein provided they have:

- A. Attended at least one third of the General Membership meetings held in the course of the time period starting January 1st and ending November 1st.
- B. Paid all fees due to the organization, e.g., registration, uniforms, prior to October 1st
- C. Signed the Parent Code of Conduct. Probationary, honorary/lifetime and associate members shall have no voting privileges.

7.2 GENERAL MEMBERSHIP-MEETINGS

General Membership meetings will be held on the 3rd Monday of each month either in-person or virtual. Meeting dates and times may be changed due to unforeseen circumstances. Notifications will be properly announced (via social media, email, and our website) regarding any cancellations, changes and/or updates regarding General Membership meetings.

7.3 GENERAL MEMBERSHIP-MEETING AGENDA

The President will follow the procedure below when conducting a meeting. There will be no public participation in the meeting until the end. A Motion can be made from the floor to adjust the agenda if needed.

- Sign-in Sheet
- Call to Order
- Elections/Nominations (when necessary)
- Acceptance of Last Month's Minutes
- Treasurer's Report
- Football Commissioner's Report
- Cheerleading Commissioner's Report
- Sergeant of Arms Report
- Third Vice President's Report
- Second Vice President's Report
- First Vice President's Report
- President's Report
- Committee Reports, as needed.
- Old Business (Public can participate)
- New Business (Public can participate)
- General Discussion/Public Participation
- Adjournment

The conduct of each meeting shall be at the discretion of the President. He/She shall rule on all questions of order and shall be charged with conducting each meeting according to principles of democracy under which every person who wishes to speak shall be heard and that in every matter considered the best opinion shall prevail through the expressed will of the majority and the best course of action taken.

- A. A 2/3 majority vote of the General Membership present shall be needed to overrule the President with regard to decisions made by him/her on questions of order or conduct of the meeting. Motions to overrule must be properly moved and seconded.
- B. A motion to reconsider or the reconsideration of any previous motion, resolution or business before the General Membership during the fiscal year shall require a 3/4ths majority vote of the General Membership present to open discussion of the matter which shall then require 3/4ths majority vote of the members present to overrule that motion, resolution or business.

All meetings of Manchester Hawks Youth Football and Cheer Inc. shall be governed by these Bylaws. In instances where the Bylaws do not address issues or circumstances which arise in meetings, the Executive Board will refer to the parliamentary procedures specified in the JSAYF Bylaws, AYF National Bylaws and then Roberts Rules.

8.0 QUORUM

- A. Shall consist of at least five (5) Executive Board Members and five (5) Regular Members, not elected or appointed officers.
- B. If there is not a Quorum, as set forth under Section 8.0(A), at the General Membership Meeting, all matters must be tabled until the next General Membership Meeting when a Quorum is present. A discussion will still be held, and members will still receive credit for attending the meeting.
 - If a Quorum is not present for two consecutive meetings, the Executive Board may present and vote on any pending matters at the second meeting as long as the meeting has been posted on social media and the website has been sent to regular members announcing the second meeting and the need for a Quorum. This protocol will continue until a meeting is held in which a quorum is present. Once a meeting with a Quorum is held, the 2-meeting requirement is reinstated.
- C. Voiced votes can only be cast after a motion and a second is made on issues at a General Membership Meeting & Executive Board Meetings. Votes are accepted from the Regular members and the Executive Board who are in good standing.

9.0 EXECUTIVE BOARD

The Executive Board shall consist of the following elected officers: President, First Vice President, Second Vice President, Third Vice President, Secretary, Treasurer, Sergeant at Arms, Cheer Commissioner and Football Commissioner. All Executive Board members have voting privileges on matters before the Board except for the President who has no voting privileges within an Executive Board matter. The only time a President can vote in an Executive Board matter is when there is a tied vote among the Executive Board.

At the request and recommendation of the Football and Cheer Commissioners, the President may appoint an Assistant Commissioners to serve on the Board. Assistant Commissioners are not allowed to vote on matters before the Executive Board. A candidate may be brought forth by the Football and Cheer Commissioner to serve as an Assistant Commissioner, however the candidate must be

approved by the President.

The President appoints the Scholastics Chairman(s), Parliamentarian, Insurance Coordinator and Public Relations Representative to serve as members of the Board; however, they shall not be allowed to vote on matters before the Executive Board.

9.1 QUALIFICATIONS FOR ELECTED AND APPOINTED POSITIONS

All officers, elected or appointed, must be a Regular Member in good standing (please refer to section 7.1) of MHYFC. A Member is not in good standing if fees are owing to the MHYFC and/or a disciplinary action has been taken against said Member within the previous two fiscal years. In order to run for office, they must have attended a minimum of six (6) General Membership Meetings during the fiscal year prior to their election or appointment and must have donated a minimum of thirty (30) verifiable volunteer hours to the projects and programs of the Hawks' by the physical person who is running for the position. The following additional criteria must be met for the following positions:

PRESIDENT: To be able to run for President you must have held an Executive Vice President position for two (2) of the five (5) previous fiscal years prior to running for the President's Position.

CHEER COMMISSIONER: To be able to run for Cheer Commissioner you must have two of the five previous fiscal years as a competitive cheer coach and/or as an Assistant Cheer Commissioner

FOOTBALL COMMISSIONER: To be able to run for Football Commissioner you must have two of the five previous fiscal years as a football coach and/or Assistant Football Commissioner.

A waiver of the qualifications (excluding outstanding financial obligations) for any office may be approved by the Executive Board within 72 hours of a nomination by the General Membership and/or members of the Executive Board present at the October meeting. This is only if no one who has been nominated for that position meets the criteria set forth.

9.2 TERMS OF OFFICE

All elected and appointed officers shall serve for two years concurrent with the fiscal year, which is defined as January 1st to December 31st. All appointed officers shall serve at the will of the President. However, their term of service ends December 31st. There will be a transition period for all officers, elected or appointed from elections to Feb. 1st. Officers' duties are not complete until after the transition period. Any officer who does not complete their specified duties will be deemed in bad standing for a period of time to be determined by the Executive Board.

There is no maximum number of terms, consecutive, or non-consecutive, that an officer may hold in the same position.

9.3 RESTRICTIONS

No officer, elected or appointed, may have two (2) votes on the Executive Board. No person shall be elected to more than one office on the Executive Board.

A member may run for 2 positions. However, if they are elected to both, they may only serve in one position and must forfeit the other. Any vacancy created by this action will be filled by appointment by the president in accordance with section 15.0.

An officer elected or appointed must be in good standing to be eligible to vote. An officer is not in good standing if fees are owing to the MHYFC and/or a disciplinary action has ever been taken against said officer. However, a nominee may appeal to the Grievance/Hearing committee regarding a disciplinary action. The committee's recommendation will then be forwarded to the Executive Board for a final decision. Refer to Section 22. However, a nominee that is not in good standing and/or has had a disciplinary action may appeal to the Grievance/Hearing committee.

10.0 NOMINATION AND ELECTIONS

At the September General Membership meeting, the President shall announce the appointment of a Nominating Committee, which will consist of 2 Regular Members, the duties of which are:

- A. Solicit nominations from all members in good standing who meet qualifications stated in Section 7
- B. Meet the prospective officers and propose a slate of officers to the General Membership
- C. At the October meeting, he/she shall ask for additional nominations from the floor and motion to close nominations.
- D. Prepare paper ballots for any positions with multiple nominees - refer to secretary duties.
- E. The Nominating Committee shall be relieved of duty prior to balloting at the November meeting.

10.1 BALLOTING

Contested positions shall be balloted on paper ballots; otherwise, the election shall be conducted by having the Secretary cast a unanimous ballot for the uncontested positions.

Only regular members in good standing are eligible to vote. Each parent/guardian of a player may vote as long as they meet the requirements set forth in Section 7.2. There is a maximum of 2 votes per family. A sign-in sheet of eligible members will be made available at election meetings. Upon signing in, all eligible members will receive a ballot to cast one vote for each position.

10.2 PROXY BALLOTING

Absentee balloting shall be allowed if previously arranged with the secretary **within 48 hours prior to the vote**. In the event of a tie, the original absentee ballot will not be counted. The member who casts the absentee ballot will be required to appear to cast a new ballot.

10.3 BALLOTING RESULTS AND CHALLENGES

- A. The president shall appoint two members and one Executive Board member not up for election to count any contested election ballots.
- B. The results of any balloting shall be tabulated by the special committee above and sealed. The sealed ballots and results thereof shall be delivered to the Secretary and announced to the General Membership.
- C. Challenges to the election process, balloting or the announcement of the results must be made prior to adjournment of the election meeting or the election will stand.

11.0 EXECUTIVE BOARD-AUTHORITY

- A. The Executive Board shall uphold and enforce the Constitution, By-Laws, Rules and Regulations of this corporation and its affiliates. They may set Administrative Policies and pass resolutions, rules and regulations that are necessary to guide and manage the business and affairs and to control the assets, property, programs, projects, and activities of the corporation. They shall operate, manage, and maintain themselves in such a manner as to provide for the purposes and objectives of the corporation as stated in these by-laws. Further, they shall have

- absolute authority to solicit.
- B. contributions and raise revenues necessary to carry out the purposes and objectives of the corporation.
 - C. A three-fourths majority vote of the General Membership present at a General Membership meeting (as covered in Section 7 above) shall be needed to overturn any action taken in the proper exercise of the authority charged to the Executive Board in this section.
 - D. Any official meetings, excluding the president's meetings and cheer commissioners' meetings held must have at least 2 Executive Board members present who are not part of the coaching staff and/or of a parent capacity of that team. The topics discussed must be relayed to all elected Executive Board members within 72 hours of the meeting (i.e., Parent Meetings, Township Meetings, etc.)

12.0 EXECUTIVE BOARD-ATTENDANCE AT MEETINGS

- A. Any officer who is not in attendance collectively, at three (3) meetings of the Executive Board, and the General Membership, during their term, without prior notification to the Board Secretary shall be considered to have voluntarily vacated their office. In which case, the Board Secretary shall send a letter via "Certified Mail" to that officer, appropriately notifying them that the Executive Board has instructed the President to proceed under the provisions of 15.0 as stated below and entitled "Vacancies."
- B. For the purpose of enforcement, any officer who shall be late for any meeting without notifying the Board Secretary or an attending Board Member beforehand, shall be considered to have not been in attendance. If proper notification is given as stipulated herein, said Officer shall be excused and the provisions of this section shall not be applicable.
- C. Any officer who is excessively absent (3+ meetings collectively) from the Executive Board and/or General Membership meetings will be required to meet with the President of MHYFC to discuss the officer's future with the organization. If attendance requirements continue to remain unfulfilled the President has the authority to remove the appointed officer from the board with a consenting 2/3 majority vote of the Executive Board.

13.0 EXECUTIVE BOARD-MEETINGS

Executive board meetings are closed to all other members other than those specifically named in Section 9. All issues discussed at Executive Board Meetings, except for issues of a personal, sensitive nature regarding our individual members, will be disclosed at our monthly General Membership Meetings.

- A. All discussions, proceedings and decisions of the Executive Board shall remain confidential and should remain exclusively within the Executive Board of MHYFC. Any breach of confidentiality by an Executive Board member can and will be considered a violation and could result in disciplinary action up to and including removal from the Executive Board with a 2/3rds majority vote of the Executive Board.
- B. Executive Board Meetings will be held prior to the General Membership meeting with the time and place to be set by the President. The President may call special meetings as deemed necessary. Meetings may be rescheduled as deemed appropriate by the Executive Board.

14.0 EXECUTIVE BOARD-VOTING

- A. On all matters calling for a vote by the Executive Board, each vote shall be by roll call and the Board Secretary shall record each vote into the official minutes.
- B. All votes of the Executive Board shall be taken by oral vote of members present. At the direction

of the Board President, absent members may be polled for their vote and/or a written secret ballot may be called for.

- C. The President will cast a vote only in cases where the Board vote results in a tie.
- D. Executive Board members shall not abstain from a vote except for a direct conflict of interest (conflict involving the board member directly or the board member's immediate family).
- E. All Executive Board votes are by simple majority unless otherwise stated.

In "time critical" situations, when a certain business cannot wait until the monthly meeting, the President may call for a vote on a particular matter via email or text. ALL MEMBERS of the Executive Board MUST be contacted, and a quorum shall be needed to take a vote via email or text.

15.0 VACANCIES

If a vacancy arises in the Presidency of this Association, the First Vice President shall become the President. If there is less than one year remaining in the unexpired term, they will serve out the remainder of that term. If there is more than one year remaining in the unexpired term, at the immediate next election, there will be a special election to fill the year remaining in the unexpired term. If there are vacancies of any other Executive Board positions, they will be replaced by appointment of the President and require a majority vote of the Executive Board at an Executive Board Meeting. All other vacant positions will be filled in accordance with the By-Laws. These appointments are for the remainder of the term.

16.0 OFFICERS DUTIES

The elected officers listed in 9.0 herein shall be charged with the duties that correspond to their respective offices. Further, all officers may be assigned additional duties by the President as much as they may be relative to their position. It is expected that the appointed officers listed in 16.1 through 16.12 shall fulfill their duties. Failure to do so shall result in a conversation with the President in conjunction with written warning. If the duties and requirements of the office remain unfulfilled the President has the authority to remove the appointed officer from the board with a consenting 2/3 majority vote of the Executive Board.

16.1 PRESIDENT

Responsible for the day-to-day operations of this organization, will preside over all Executive Board Meetings and General Membership Meetings, as well as serve as an ex-official member of all committees, excluding the nominating committee, and shall have absolute power to appoint all board positions, chairpersons and committee members (excluding Assistant Football Commissioner and Assistant Cheer Commissioner (see Section 9.0(B))). Reviews and accepts all applications for coaching positions of the organization and. The President will attend all NJAYF meetings and functions on behalf of this organization or arrange for a proxy if they are unable to attend. They will vote on matters discussed at those meetings, as reviewed, and approved by the Executive Board or in the best interest of this organization. They will present at the monthly General Membership Meetings information from the New Jersey American Youth Football Jersey Shore Conference meeting. They will present any issues being voted on by the Conference for discussion at the monthly Executive Board meetings. They may only vote when necessary to break a deadlock in voting (unless in an impeachment hearing, then the President has a vote). In emergency situations, when the Executive Board is not available, the President may be required to make executive decisions which he/she feels are in the best interest of the organization. Before doing so, the President must contact and consult with at least one other Board member prior to making the decision. The remainder of the Executive Board must be notified of any executive decisions made by the President as soon as possible, but no later than 48 hours after the decision was made. The President will conduct two meetings as President-elect with the outgoing President and Executive Board, and the newly elected Executive Board to coordinate the upcoming calendar of events and budget. Upon completion of their term, they

will submit a written report describing the current situation of the organization and any future goals. He /She shall strictly uphold and enforce all laws and rules of the NJAYF as they relate to this corporation as a franchise thereof. Some additional responsibilities/information regarding this position:

- A. In the event that a team from MHYFC advances to the AYF/C national championships for football and/or any approved equivalent national championships for cheer, the President shall have coach class airfare and reasonable accommodations paid for by MHYFC. As long as the organization is financially able to do so. All arrangements must be approved by the Executive Board.
- B. In the event that the President is unable to attend as the MHYFC representative, he/she may appoint another Executive Board member to attend. The appointed board member shall also have the benefits set forth in 16.1(A). The President shall make every effort to appoint a Board Member with a child on a team competing in the championship.
- C. President needs to obtain any/all field usage permits with usage dates of the field - all documentation must be handed to the township by January 1st of that current year.
- D. Prepares and maintains the Game Day Schedule for the Executive Board Members.

* This office is up for election on odd number of years.

16.2 FIRST VICE PRESIDENT

- A. Performs all duties of the President in his/her absence.
- B. Act as Chair of the Bylaws committee
- C. Has power or authority to sign approved checks and holds Assistant Treasurer position.
- D. Obtains all raffle licenses and school use forms.
 - Annual renewal of raffle license needs to be submitted on odd numbered years.
 - All raffle monies will be used for equipment, uniforms, and general field operations.
- E. Coordinate the annual Picture Day for the organization.
- F. Shall be charged with participant registration (coordinates in person registration and create / distribute registration fliers)
- G. Co-Chair for the Fundraising Committee and all fundraising activities
- H. The First Vice President shall work with Commissioners, Coaches, Team Parent Coordinator and etc. to find parents to assist in the game day activities such as 50/50 Sales and any other job required to keep the games moving.
- I. Sideline passes responsibilities.

*This office will be up for election on even number years

16.3 SECOND VICE PRESIDENT

- A. Performs all duties of the President and First Vice President in their absence.
- B. Responsible for concession stand staffing, food and beverage preparations for all events and obtaining licensing from the Board of Health
- C. Responsible for work bond schedule and maintaining accurate logbooks for all parent work bond fulfillments.
- D. In the absence of a Public Relations Representative, is responsible for updating all social media and websites.
- E. Co-chair for all social media
- F. Scholastics Coordinator when none is available.

*This Office will be up for election on odd number of years.

16.4 THIRD VICE PRESIDENT

- A. Performs all duties of the President, First Vice President, and Second Vice President in their absence.
- B. Has power or authority to sign approved checks and holds Assistant Treasurer position.
- C. Maintain inventory and order apparel/merchandise and trophies.
- D. Chairs the Fundraising committee and all fundraising.
- E. Organizes and distributes mandatory fundraiser.
- F. Organizes merchandise / fundraiser fliers.
- G. Submits and maintains social calendar to include dates when possible.
- H. Coordination of the end of year banquet for organization
- I. Co-chair to all social media

*This Office will be up for election on even number of years.

16.5 SECRETARY

- A. Shall keep an accurate account of all meetings; Executive, Special and General Membership Meetings of MHYFC
- B. They shall prepare copies of the monthly minutes for membership review at the General Membership Meetings
- C. Maintains a current accurate list of all General Membership in good standing from which voting eligibility will be determined.
- D. They are responsible for all incoming and outgoing correspondence. All outgoing correspondence must be approved by the President before they are mailed.
- E. Upon receiving the list of members who have outstanding balances, the Secretary must notify members in writing of the amount owed to the organization and that they will have until October 1st to pay all amounts due.
- F. The Secretary will be responsible to get all monthly minutes to each Executive Board member one (1) week prior to the Board and General Membership Meetings
- G. Prepare paper ballots for elected positions with multiple nominees.

*This Office will be up for election on odd number of years.

16.6 TREASURER

- A. They shall collect all monies due to the organization and deposit all monies within a seventy-two (72) hour period.
- B. Keep an accurate record of all transactions and shall report all transactions at the next General Membership Meeting
- C. They are responsible to sign checks with the First Vice President and Third Vice President
- D. The books shall be audited bi-monthly by the President and another Board member who shall be selected on a rotating basis which includes a receipt audit to ensure the integrity of the organization.
- E. Will review all budgets submitted by the E board with the President.
- F. Pay all approved bills as money is available.
- G. Ensures that all tax forms are filed yearly and in a timely manner.
- H. He/She shall, upon his/her election, draw up an Annual Operating Budget for presentation to the Executive Board and shall give a written report at all meetings, copies of the reports shall be made available to all Executive Board members.
- I. The Treasurer must notify the Secretary of all members who are not in good standing due to outstanding balances.
- J. The Treasurer must then provide a list of all members not in good standing to the

Secretary and President no later than opening day of the current season.

*This Office will be up for election on even number years

16.7 SERGEANT OF ARMS

- A. Shall maintain order at all meetings and organization events.
- B. They shall act as the Secretary in their absence.
- C. Chair of the Buildings and Grounds Committee
- D. Constant communication with public works regarding the organizational schedule of games/practices for football and cheer
- E. Purchase and provide field paint, fertilizer, and anything else the Public Works would need from our organization.
- F. Coordinating/communicating with Public Works/Township/Executive Board regarding the water, any/all repairs, parking lot lights, snack stand lights, hawks nest lights, etc.
- G. All collaborations with Public Works regarding anything that they need from the MHAYF/C shall be coordinated through sergeant of arms.
- H. Obtaining permits for any repairs and construction at field
- I. Property is maintained and presentable at all times.
- J. Responsible for the clean-up of the field and surrounding areas on game days
- K. Chair of Grievance Committee
 - Responsible for notifying the person who the grievance is against and to inform the grievance committee (as set forth in section 22) within 72 hours of the complaint. In addition, need to confirm with the Treasurer if the member filing the grievance is in good standing.
 - Has 7 days from the date of the letter to hold a hearing with the grievance committee. (Please refer to section 22-Grievance)

*This Office will be up for election on odd number years

16.8 COMMISSIONERS

The Manchester Hawks Youth Football and Cheer shall sponsor two program activities annually: Football and Cheerleading. Direct control over these programs shall be charged to the Football and Cheerleading Commissioners.

They shall perform whatever duties are charged to them either by these By-Laws or the Executive Board.

They shall be afforded administrative charge over their respective programs and shall work in conjunction with the President. They may recommend a candidate to serve as an Assistant Commissioner, however the candidate must be approved by the President. Assistant Commissioners shall be afforded all rights and be charged with all duties of the Commissioners in their absence, except for voting privileges.

Commissioners shall maintain a strict vigilance over their respective programs. Commissioners, along with Head Coaches of each team, ensure that each participant is eligible to participate.

16.8 A - FOOTBALL COMMISSIONER

- A. Shall coordinate player development among all franchise coaches and program continuity

- with and between area high school programs.
- B. Shall notify the Executive Board of all coaching assignments.
 - B1. Coaches with unfavorable background checks must be approved by a majority vote of the Executive Board.
 - B2. Commissioner may remove coaches from the field. If a coach is removed from the field, the Football Commissioner would bring the situation to the Executive Board. The Executive Board has one (1) week to come to a decision regarding if any disciplinary actions will be taken.
- C. Shall maintain Property Inventory, which shall include assuring that MHYFC have ample equipment and uniforms for the programs that we offer and that said equipment and uniforms are clean, in good repair, and safe.
- D. Provide reports in writing to the Executive Board in December and March of each year regarding property inventory and condition of said inventory.
- E. Ensures team certifications E1.
 - Updating My AYF
 - E2. Verifying Coaches Certifications
 - E3. Make sure the team books are in order for each level for book certification/check.
 - E4. Responsible for making sure all books for each level for football have passed book check
 - E5. Responsible for providing a clear guideline for head coaches on how the team book should be set up for book check.
 - E6. The football commissioner is responsible for bringing team book to book check - if unavailable needs to find a replacement.
- F. Commissioners are responsible for maintaining their respective areas until their term and transition period are complete.
- G. Shall further be responsible for the reviewing of all first level complaints filed against any coach and/or staff member.
- H. Arrange all scrimmages prior to the regular season - 2 scrimmages are to be scheduled for each level prior to season.
- I. Responsible to make sure there is a chain crew and play count monitor for all games.
- J. Prioritize Football Commissioner duties over any coaching/other activities (i.e.: attending team parent meetings, and any other commissioner duties)
- K. Set up football fields on game day - markers, etc.

*This office will be up for re-election on odd number years

16.8 B - CHEER COMMISSIONER

- A. Shall bring the Cheerleading Program in continuity with other programs in New Jersey American Football Jersey Shore Conference.
- B. Shall represent the MHYFC at all meetings of the NJAYF Cheerleader Coordinator's Council.
- C. Shall notify the Executive Board of all coaching assignments.
 - C1. Coaches with unfavorable background checks must be approved by a majority vote of the Executive Board.
 - C2. Commissioner may remove coaches from the field. If a coach is removed from the field, the Football Commissioner would bring the situation to the Executive Board. The Executive Board has one (1) week to come to a decision regarding if any disciplinary actions will be taken.
- D. Shall maintain Property Inventory, which shall include assuring that MHYFC has ample equipment and uniforms for the programs that we offer and that said equipment and uniforms are clean, in good repair, and safe.
- E. Provide reports in writing to the Executive Board in December and March of each year regarding property inventory and condition of said inventory.
- F. Ensures team

certifications.

F1. Updating My AYF

F2. Verifying Coaches Certifications

F3. Make sure the team books are in order for each level for book certification/check.

F4. Responsible for making sure all books for each level for cheer have passed book check.

F5. Responsible for providing a clear guideline for head coaches on how the team book should be set up for book check.

F6. The Cheer commissioner is responsible for bringing team book to book check - if unavailable needs to find a replacement.

G. Commissioners are responsible for maintaining their respective areas until their term and transition period are complete.

H. Shall further be responsible for the reviewing of all first level complaints filed against any coach and/or staff member.

I. The cheer commissioner has full authority to choose which competitions the cheer organization would like to join.

Prioritize Cheer Commissioner duties over any coaching/other activities (i.e.: attending team parent meetings, and any other commissioner duties)

*This office will be up for re-election on even number of years.

16.9 SCHOLASTICS CHAIRMAN

As per the Jersey Shore AYF League Inc. guidelines, the Director of Scholastic Programming shall have the responsibility of accumulating and preparing all information relevant to the submission of candidates for honors as AYF scholars. He/She shall also assist head coaches in the preparation of eligibility affidavits for the competition committee. This office does not have voting privileges. The President appoints this office.

16.10 PUBLIC RELATIONS REPRESENTATIVE

The Public Relations Representative will be required to attend all monthly General Membership and Executive Board Meetings in order to obtain information for the monthly newsletter. They will prepare and distribute all flyers for the organization's events. They shall send out all press releases with the approval of the President. He/She shall also serve as acting Secretary at any meetings where the Secretary is not in attendance and shall be charged with keeping an accurate accounting at such meetings. The position carries with it corresponding secretarial duties which shall include but not be limited to announcements to all coaching personnel, parents and participants regarding game time and locations, upcoming events, functions, and related data. They will receive approval from the schools for distribution of the flyers and information from the organization. This office does not have voting privileges and is not required. The President appoints this office.

17.0 PROPERTY

The following items, digital or otherwise, are hereby property of this corporation.

1. Domain name: www.manchesterhawksayf.org
2. Manchester Hawks Logos
3. Any email address with @manchesterhawksayf.org all accounts linked, not limited to telephone numbers, email, and blogs.
4. Manchester Hawks Facebook account
5. Any and all passwords to listed accounts. These are to be kept by the President and must be surrendered to the incoming President.
6. All financial accounts held by any institution that contain funds deposited

- for use by this corporation.
7. Any equipment purchased for the purpose of running day-to-day operations as well as concession stand.
 8. All equipment used by participants including, but not limited to uniforms, protective pads, helmets, and field equipment.
 9. All trophies and awards won by teams under the MHYFC name.
 10. Any and all property of this franchise

18.0 DISPOSITION OF FUNDS AND PROPERTY

- A. None of the funds, assets, or property of MHYFC shall be divided among its officers, trustees, directors, or members. In the event of the dissolution of this corporation, its assets shall be donated to Manchester Township for distribution to the franchise that is set up to service the dissolved corporation's territory.
- B. Any entity in receivership of the assets and property of MHYFC. In the event of dissolution, it shall enjoy exempt status in accordance with the provisions of Section 501(c) (3) of the Internal Revenue Code; either as it currently exists or may be amended.

19.0 AMENDMENTS

- A. Any amendment, change, additions, or deletions to the Constitution and/or the By-Laws, Administrative Policies of this Association shall be submitted by the By-Laws 17 Committee to the Executive Board for their consideration prior to presentation to the membership at a General Membership Meeting.
- B. The amendments, changes, additions, or deletions shall be read aloud at 2 consecutive General Membership meetings and voted on for adoption at the third meeting. At least thirty (30) days prior to the proposed adoption at the monthly General Membership Meeting, the proposed amendments will be posted on our website. The Constitution, By-Laws and Administrative Policies will stand to be amended or changed by a majority vote of the General Membership in attendance at the Meeting, provided the provisions of Section 8.0 have been met.
- C. Nothing in the Constitution, By-Laws and Administrative Policies of the Manchester Hawks Youth Football and Cheer shall conflict with any Civil Laws, By-Laws, or Rules in which this organization maintains membership. In the case of a question arising not covered in the NJAYF or this Association's Constitution and By-Laws or Rules, the Executive Board shall refer to Roberts Rules of Order as a guide.

20.0 EFFECTIVE DATES

Amendments, changes, additions, or deletions of the By-Laws shall become effective immediately upon approval by both the General Membership, as set forth under Section 7, Section 8, Section 19, and New Jersey American Youth Football Jersey Shore Conference.

21.0 CALENDAR OF EVENTS AND BUDGET

The calendar of events will serve as a flexible guideline during the fiscal year. The Board has the responsibility to set a calendar of events in a timely fashion.

JANUARY

- Installation of newly elected officers

- All other appointed positions shall be appointed and announced by President at the General Membership Meeting

FEBRUARY

- Preparation for registration, letters and flyers sent out for notification.
- Equipment status is reviewed.
- Budget drawn for current year.
- Reorganization/Bylaws review meeting
- President-elect conducts meetings with outgoing and incoming Board and President

MARCH

- Order any equipment needed for the upcoming year.
- Franchise payment due in April/May, review with Budget Committee

APRIL

- Registration held Head Coaching staff to be appointed.
- Conduct background checks.
- Pay Franchise Fees

MAY

- Registration held.
- League Representative to start to arrange scrimmages.
- Football commissioners start to arrange scrimmages.

JUNE

- Coaching staff finalizes all plans for August.
- Pay insurance premium.
- Head coaching staff to be appointed.

JULY

- League Representative finalizes arrangements for scrimmages.
- Organization holds mandatory parent meetings.
- Practice begins.
- Football Commissioner finalizes arrangements for scrimmages.

AUGUS

T

- All game schedules and directions given to General Membership and placed on web site, provided information has been supplied to organization by NJAYF.
- First game of season
- Coaching staff finalized.

SEPTEMBER

- Nominating Committee appointed

OCTOBER

- Cheerleading and Dance Competitions

NOVEMBER

- Cheerleading and Dance Competitions
- Football Playoffs and Championships
- Election of Officers

DECEMBER

- Cheerleading and Dance Competitions
- Football Championships
- Equipment returned by all participants.
- Equipment status is reviewed.

22.0 GRIEVANCES AND HEARINGS

Any grievance or dispute which may arise between the parties, including the application, meaning or interpretation of this Agreement, or established past practice, shall be settled in the following manner:

- A. All grievances may only be filed by a Regular Member.
- B. All grievances must follow the Chain of Command, any violations of this policy will void the grievance and the filing fee will be charged. The chain of command is as follows: Head Coach, Program Commissioners, Chair of Grievance/Hearing Committee, Executive Board and NJAYF. Executive Board, then NJAYF (example) If the head coach and program commissioner are one in the same, you may take your grievance directly to the Chair of Grievance/Hearing Committee. If you have an issue with a coach/assistant coach/head coach you should bring your concern to the head coach, then program Commissioner, etc.
- C. In the event that a complaint is filed directly with NJAYF a \$100 fine will be issued (i.e., Work Bond Forfeiture) and will be subject to a disciplinary hearing by the Grievance/Hearing Committee.
- D. Any Grievance to be heard by the Executive Board requires a \$100 filing fee (i.e., work bond can be used (1) one time) to be paid by the complainant. If the grievance is found to be meritorious your \$100 filing fee will be refunded at the end of the entire hearing procedure.
- E. We as an organization understand that it takes courage to speak up when you see or feel something is wrong. However, in order for our Executive Board to provide an atmosphere which communicates sportsmanship, fair play and fellowship in a safe and secure environment - You MUST speak up at a General Membership meeting and/or put your grievance/concern in writing with your signature attached. This gives us the opportunity to investigate your concern and take the appropriate action to correct the concern.

22.1 GRIEVANCES-PROCEDURES

- A. Within (15) fifteen days of the occurrence the complainant must go through the proper party in the chain of command (the head coach must be notified of any grievance prior to a written complaint). Within (5) five days the Program Commissioner shall respond to the individual as to the validity or non-validity of the grievance. The response may be verbal or in writing. If the response is verbal, another Executive Board Member must be present during the conversation.
- B. If the Member is not satisfied with the Head Coach/Program Commissioner's response, within (5) five days thereafter, he/she may then make written notice of the grievance to the Chair of the Grievance/Hearing Committee who will conduct a grievance hearing. A notice of decision from the Grievance/Hearing Committee shall be provided to the Member in writing within (15) days of that date.
- C. The Grievance/Hearing Committee will be composed of a Board Member, Football Coach, Cheer Coach and two Regular Members in good standing (chosen at random). In the event the grievance is within the Executive Board, the complaint is heard by the Grievance/Hearing Committee and the resolution will be forwarded to the Executive Board for a final decision.
- D. If, in the opinion of the Executive Board, the grievance is unresolved, then the Executive Board may request to hear the complaint. The decision of the Grievance/Hearing Committee will be reviewed by the Executive Board for a final decision. The Executive Board has the right to amend or modify the decision of the

Grievance/Hearing Committee. All decisions by the Executive Board are final. The complainant has the right to appeal the final decision of the Executive Board to NJAYF.

22.2 HEARING-PROCEDURE

- A. Written Notification of Date in addition to the grievance procedures, will be issued to the Accused (15) days prior to the Hearing by the Chair of the Grievance/Hearing Committee. 1. Up to (3) witnesses are allowed by all parties involved.
- B. Questions must be submitted by the Grievance/Hearing Committee to the Chair (3) days prior to the hearing.
- C. After the hearing, The Grievance/Hearing Committee will convene and render a decision and present it to the Executive Board within 2 days.
- D. The Executive Board will review the decision to make sure it's a just decision.
- E. Postponement of the Hearing must be requested in writing by the complainant to the Chair of the Grievance/Hearing Committee no later than (10) days prior to the Hearing Date. One postponement per complaint will be allowed.

23.0 IMPEACHMENT

Any elected officer can be removed from their office for conducting themselves in a detrimental manner to the organization following a Hearing Process. See Section 22.

- A) An Executive Board Member makes a motion in an Executive Board Meeting and 2nd by another Executive Board Member. The complaint is then turned over to the Grievance/Hearing Committee for review.
- B) An Impeachment will follow the same procedures as set forth in the Grievance & Hearing Process with the exception that the officer will be eliminated from the vote along with the Board Member who made the motion against the said officer (when it gets to the final step}.
- C) There must be a 4 to 1 vote by the Grievance/Hearing Committee to forward the motion of impeachment to the Executive Board for a Full Hearing of the said Officer. The Executive Board shall follow the said procedures as set forth in Section 22 Hearing Process.
- D) Any member in good standing can make a motion and can be seconded by another member in good standing at a general meeting after signatures of 2/3 of the current members in good standing are obtained for the impeachment of an elected officer.

Any vacancies by impeachment will be filled under the guidelines of Section 15

24.0 LEGAL COUNSEL

The Executive Board may appoint a Legal Counsel to ensure that all necessary matters of the Corporation are attended to. Said Legal Counsel shall be an attorney in good standing licensed to practice in the State of New Jersey.

25.0 SALARIES

No officer or member shall for any reason of his/her office or standing, be entitled to receive any salary or compensation. Nothing herein shall be construed to prevent someone from receiving reimbursement from this corporation for duties, goods or services delivered and/or performed other than that as an officer or member.

The Board may vote to hire and fix the compensation of any and all vendors which at their discretion they may determine to be necessary and proper in the conduct of the business of the corporation.

26.0 GIFTS AND BEQUESTS

All monies and properties, real or personal, received by gift or bequest shall be devoted to the purpose stipulated in any such gift or bequest and only if such purposes are within the lawful purposes of this corporation, shall any such gift or bequest be accepted.

The Executive Board is authorized to accept and receive in the name of the corporation all such monies and properties given for the purposes of the same in trust or otherwise as provided for in the Bylaws.

27.0 PROGRAM RULES

All rules of Manchester Hawks Youth Football and Cheer will be in accordance with the NJAYF rules and regulations and administrative policies.

The annual program rules will be composed and available on the website.

28.0 SCHOLASTICS REQUIREMENTS

Shall be in accordance with AYF & NJAYF requirements.

29.0 TEAM SIZES

Shall be in accordance with AYF & NJAYF requirements.

30.0 APPLICATION FOR FRANCHISE COACHES

All persons seeking a coaching position with the organization must complete all documentation required by AYF and NJAYF, including but not limited to a background check. Any falsification of information on the application will result in immediate dismissal.

- A. Head coaches shall be recommended by the respective Directors of Football/Cheer with the consent of the President and final approval by a 2/3 majority vote of the Executive Board. Head Coach Nominees must be members in good standing (refer to Section 7 for criteria of members in good standing). Coaches will serve from the time of their appointment through the end of the fiscal year unless removed for cause by a 2/3 majority vote of the Executive Board
- B. Head Coaches must be at least 21 years of age. Assistant Coaches must be at least 18 years of age. Coach Trainees must have attained the age of 16. The use of Student Demonstrators is allowed; however, they must be two years older than the oldest participant on the senior most team or squad in accordance with AYF age requirements.
- C. Head Coaches are required to attend monthly General Membership Meetings from July 1 through November 30 to participate in discussion for the overall good of the organization. Failure to attend meetings or send an Executive Board approved designee will result in a one game suspension for the Head Coach. Each Head Coach or their designee shall bring all information back to their teams. All Assistant Coaches are encouraged to attend General Membership Meetings
- D. Coach Trainees and Student Demonstrators under the age of 18 must have Parental Permission to serve in these capacities and must complete organization registration

forms.

- E. All coaches must be able to read, write, communicate, and understand the English language and must have a valid driver's license or other valid form of photo identification.
- F. Any applicant shall not have been convicted of a crime that would pose a threat to the safety and general welfare of MHYFC program participants if allowed to coach. All applicants are subject to background checks.
- G. All coaches and the Executive Board shall be required to take a Safety Orientation and Training Course and must be certified every year or as often as may be required by the NJAYF.

31.0 TEAM OR SQUAD PLACEMENT

- A. The number of coaches assigned to each team should be in accordance with NJAYF and AYF Guidelines.
- B. Each cheerleader squad must have one certified coach for every twelve (12) participants or part thereof and squads with two (2) or more coaches must have one (1) person designated as the Head Coach.
- C. All coaches shall serve in their capacity from the official start of the season through December 31st annually and must be re-appointed annually.
- D. It shall be the ultimate responsibility of the Football Commissioner and the Cheerleading Commissioner to place participants on teams or squads in accordance with the Age Requirements, as specified by the NJAYF.
- E. The Commissioners shall attempt to keep inexperienced participants in the Age and/or Weight Division that will allow them to have more participation time and that will enable them to gain the fundamentals necessary to advance to the next highest division of play. The goal of the MYHFC shall be to give every participant at least two (2) years in each Age division, if at all possible.
- F. Program Administrators shall attempt to take into consideration siblings playing in other Age Divisions. Whenever possible, MHYFC shall make every effort to accommodate these situations; however, the main responsibility shall be to the team or squad as a whole.

32.0 RECORD KEEPING

All officers, League Representatives, Football Commissioners, Cheerleading Commissioners and Coaches shall keep adequate records of occurrences. All original records shall be on file with the President and a copy with the Secretary.

33.0 MAILING ADDRESS

P.O. Box 582. Lakehurst, New Jersey 08733

34.0 BANKING INSTITUTION

A bank that is federally insured

35.0 REGISTRATION

Registration shall be in accordance as stated by the NJAYF, unless a full roster is obtained prior to that date.

36.0 REGISTRATION FEES

The Executive Board will determine an annual dollar amount to be collected as registration fees from

Regular Members. All registration fees are due at the time of registration, unless approved by the Executive Board. In order to be eligible for a coaching position, all registration fees must be paid in full prior to the first practice. Members who have unpaid fees from previous years will not be permitted to register for the current season and will be required to pay past due amounts, as well as current fees, before registration will be accepted, unless a waiver is obtained from the Executive Board. Executive Board members shall be exempt from paying registration fees for their children.

36.1 All payment plans must be done through the registration website or be written and signed by the parent/guardian of the player and the Executive Board.

36.2 Work Bond- Work bond is 6 hours per family. Hours must be split up between holding chains during the game, play count monitoring, field clean up, and snack stand. You must be at least 18 years or older to complete work bond hours.

37.0 RETURNED CHECKS

If any check is returned, the Treasurer will be responsible for notifying the party and recouping funds in cash from the involved party, as well as a \$35.00 returned check fee. Any payments thereafter must be made in cash or cash equivalent during the tenure with the organization.

38.0 REFUND POLICY- Effective January 1, 2014

- A. Full refunds of registration fees will be granted upon withdrawal from the program prior to the first day of practice/opening day of season. Costs of personalized items will not be refunded if the items have already been ordered. Costs of mandatory fundraisers will not be refunded.
- B. Refunds after the first day of practice/opening day will be prorated by subtracting the cost of mandatory fundraisers and the cost of personalized items from the registration fee, dividing the remainder by the number of days in the season and multiplying that number by the number of days remaining in the season.

B1. For these purposes, the season shall begin on the first day of practice in July and end on the final regular season's scheduled game.

- C. If a child does not meet certification requirements set by NJAYF, gets injured during a game/practice prior to August 15th or if a team is not fielded for their age group, a full refund will be given in accordance with section A above.

39.0 PRACTICES

Practice will be in accordance with (NJAYF). All participants must have all required documentation before they are allowed to practice.

- Practices for the Manchester Hawks AYFC season will begin on the fourth Monday in July, annually.
- No football or cheer participant will be allowed on the practice field without a doctor's release indicating that the youth/patient is physically approved to participate in the football and cheerleading program. (Medical release form) NO EXCEPTIONS!
- Parents are asked to advise the Head Coach if their child has any notable medical condition, i.e.: asthma, diabetes, allergies, etc., and if their child needs to have any medications on hand. Please also let the coaching staff know if your child has any neurodevelopmental challenges.

39A)

FOOTBALL:

- All tackle football players must complete ten (10) hours of non-contact conditioning. During this time, football players are not permitted to wear equipment other than helmets. (NJAYF)
- Contact sessions, in which players may wear full equipment, begin after ten (10) hours of conditioning.

CHEER:

- All cheerleaders must complete ten (10) hours of conditioning.

40.0 GAME DAY

1. All game scheduling is carried out by the NJAYF and not Manchester Hawks AYFC. Most games are traditionally scheduled to be played on Saturday and Sundays; However, due to the growth of the Jersey Shore Conference and the growing number of teams, it is not uncommon to have games scheduled on other days of the week depending upon logistics, availability of officials and game sites.
2. Season schedules will be distributed to Head Coaches and Team Parents for further distribution to participants prior to the start of the regular season (when available). Manchester Hawks AYFC will make every effort to notify every participant, Football and Cheer, regarding the confirmation of each scheduled game, location, and any other pertinent information each week prior to a scheduled game.
3. Dress Code: All players are only to wear apparel and equipment issued and/or authorized by the Executive Board.
 - a. All **tackle** players are required to wear a Manchester Hawks Jersey Authorized organizational non-integrated pants with hip-knee-thigh-butt pads or authorized integrated pants, cleats, mouth guard attached to the helmet, organization-issued helmet, and shoulder pads.
 - b. **Flag** players are required to wear a Manchester Hawks Jersey, flag belt, cleats, and mouth guard.
 - c. **Cheerleaders** are to wear organizational issued uniform unless otherwise directed by Head Coach
4. Field support personnel shall be permitted on the sidelines during a scheduled game. This includes home team chain crew, ambulance attendants, and law enforcement or security personnel. No other individuals (i.e.- parents, siblings, Coaches from other divisions, etc.) are authorized to be on the sidelines.
5. Game Officials have the authority to eject coaches, spectators and/or participants for unsportsmanlike conduct, or for belittlement or berating of game participants. Officials also have the authority to stop a game if it appears the health and safety of the participants or themselves are in jeopardy, due to the inability to control a situation. NJAYF holds Manchester Hawks AYFC liable for failure to control participants, coaching staff, support personnel, and fans, and/or discredits the NJAYF at any GAME, PRACTICE, or OTHER ACTIVITY. Parents and other spectators are reminded to act and behave in a sportsmanlike manner, or immediate action. will be taken by the Manchester Hawks AYFC Executive Board in order to control the situation, and to avoid the above rule infraction. Any fine obtained by Jersey Shore or AYF Nationals to Manchester AYFC for any above infraction - the fine will be forwarded to the offender.
6. **Mandatory Play Rule:** If you have a question regarding the mandatory play rule and/or

your child play counts please see your child's Head Coach.

41.0 MEDICAL EXAMS

Medical Exams are mandatory for all participants in the League. Parents are responsible to obtain a certification from a private physician on the approved AYF issued form by the first day of practice.

Please note- as indicated in section 39; 39a: No football or cheer participant will be allowed on the practice field without a doctor's release indicating that the youth/patient is physically approved to participate in the football and cheerleading program. (Medical release form)

NO EXCEPTIONS!

42.0 INJURED PARTICIPANTS

- A. If a child is injured, the coaching staff will complete an incident report describing the occurrence and submit it to the Football/Cheer Commissioner. Parents will be given a copy of the report, one copy for the organization and one will be filed with the insurance for a permanent record.
- B. If a child is injured a "resume to play physical form" will be needed to resume activities within the organization
- C. The coaching staff has the right to "sit out" any participant during the remainder of the practice session/game/competition, if he/she feels that the participant will further aggravate the injury by continuing to participate.

43.0 ATTENDANCE POLICY

- A. Attendance must be in accordance with the Rules and Regulations set forth by the Football and Cheerleading Commissioners.
- B. Unexcused missed practice may result in the participant not being permitted to participate in Cheer/Football at the following game.
- C. Any questions regarding the attendance policy please see your Football and/or Cheerleading Commissioner

44.0 REPLACEMENT OF MANCHESTER HAWKS LOANED PROPERTY

All equipment must be returned to the Head Coach immediately following the final game of the season. If equipment is not returned by December 31st, a fine will be incurred by the parents as follows: Helmet- \$250, Shoulders Pads- \$150, Pads/Game Pants- \$50, Cheer uniform- \$100. This fine must be paid prior to the next years' registration. Payment of the fine may also be collected at registration or pursued in small claims court.

45.0 SCHOLAR FOOTBALL PLAYER AND SCHOLAR CHEERLEADER

Participants meeting the criteria established by AYF will be contacted regarding any scholarship monies available, if any. The organization reserves the right to develop a grant program to assist qualified children.

All scholarships for participants must be approved by the E board

46.0 SUSPENSION, HEARINGS AND APPEALS FOR PARTICIPANTS

Participants of the program can only be suspended by the Executive Board for violation of program rules or discipline problems. The organization requests that all measures be taken to avoid suspension. Children, coaches, and parents should openly discuss the situation and attempt to reach an attainable goal in order to resolve the situation. If this does not rectify the problem, suspension will be initiated after parents are notified by certified mail of the action to be taken.

Appeal process is available to the child and their parents/guardians. Appeals must be sent in writing within seven (7) days of notification to the President and the Secretary. It will then be reviewed and discussed by the Executive Board within seven (7) days of receipt of the Appeal.

47.0 INSURANCE

Manchester Hawks Youth Football and Cheer is covered under insurance through NJAYF. The child's insurance is the primary carrier. Any medical Bills not covered by the participants' insurance must be paid by the participants and can be submitted to the 1st Vice President of the Hawks for reimbursement which will be submitted to the Jersey Shore Insurance Coordinator. After submitting to Jersey Shore, MHYFC is no longer responsible; at that point, all information should be handled with Jersey Shore and their contact.

48.0 BULLYING

Bullying is the intentional, deliberate, and repeated aggressive actions (which continues after they've been asked to stop or they know they're causing harm) that involves a real or perceived imbalance of power or control (i.e., physical strength, popularity, or the knowledge of embarrassing information)

Social Bullying - social exclusion from a group on purpose, spreading rumors, telling others not to be friends with someone, intentional isolation)

Verbal Bullying: teasing, taunting, threats to cause harm.

Physical Bullying: intentional hitting, kicking, spitting, pushing, breaking, or stealing possessions or money **Cyber Bullying:** spreading rumors online, sharing inappropriate information or pictures online, impersonation, threatening someone online, or "outing" someone.

Being that we take pride in our family oriented, community-based organization that supports fair play and fellowship we stand by a zero tolerance for any form of bullying as indicated.

1st offense

Head Coaches/Coaches will:

- Recognize and Respond
- Create dialogue: Create an open dialogue with parties involved to share their feelings and try to come to resolution in an environment that promotes privacy, inclusion, and acceptance ●
- Offer continuous support.
- Assist to restore self-esteem and confidence.

Written documentation of incident and outcome should be filed with President - Executive Board is to be notified immediately - Parent/Guardian will be verbally advised of the situation.

2nd offense

Head Coaches/Coaches will:

- Follow first offense guidelines.
- One week suspension

Written documentation of incident and outcome should be filed with President - Executive Board is to be

notified immediately - Parent/Guardian will receive a formal letter from Organization in regards to the situation and one week suspension

3rd offense

Head Coaches/Coaches will:

- Follow first offense guidelines.
- Removal for the remainder of the season

Please note that it will be up to the discretion of the Executive Board whether the participant will be able to play the following season.

Written documentation of incident and outcome should be filed with President - Executive Board is to be notified immediately - Parent/Guardian will receive a formal letter from Organization in regard to the situation and suspension.

49.0 Head Coaches / Coaches / Assistant Coaches

All coaches, football, and cheerleading will abide by a Code of Conduct which includes the following provisions. If any of these rules are broken, Manchester Hawks AYFC Executive Board/Grievance Committee shall have the authority to impose a penalty.

All levels of coaches shall:

- A. All coaches must sign and adhere to the code of conduct policy.
- B. Do not smoke, vape and/or use smokeless tobacco on the field.
- C. Do not criticize players/cheerleaders in front of spectators, but reserve constructive feedback for later, in private, or in the presence of team/squad members if others might benefit.
- D. Do not criticize opposing teams, their players, coaches, cheerleaders, or fans by word of mouth or by gesture.
- E. Emphasize that winning is the result of good "Teamwork."
- F. Not use abusive or profane language at any time.
- G. Not allowed to distribute any medication, controlled, ointments, or over the counter
- H. Not permit an ineligible player to participate in a game.
- I. Abstain from the possession and drinking of alcoholic beverages and the possession or use of any illegal substance on both the game and practice fields.
- J. Uphold all rules and regulations, National and local, regarding American Youth Football/Cheerleading.

In addition to the above all **HEAD COACHES** will:

- A. Have their team book in their possession at all times.
- B. Will review team book with the Football/Cheer Commissioner prior to book check.
- C. Responsible for making sure their team book is in order for book check.

History of Bylaw Ratification

Notice is hereby given that the provisions of these By-Laws were approved by the Executive Board and the General Membership of Manchester Hawks Youth Football and Cheer Inc. These By-Laws were presented for a first reading on July 31, 2013, and set down for a second reading, discussion, and ratification at the next General Membership meeting to be held August 21, 2013.

I hereby certify that on August 21, 2013, a General Membership meeting of MHYFC was held, commencing at 7:00 p.m. and that these By-Laws were presented for a second reading. The bylaws were posted on the Manchester Hawks website and are set for a general membership vote and adoption on September 18, 2013.

Sue Nuccio
Secretary
MHYFC

Notice is hereby that the amendments to these By-laws, specifically sections 7.2, 9.1 and 36.0 were approved by the Executive Board and the General Membership of Manchester Hawks Youth Football and Cheer. These amendments were presented for a first reading on October 20, 2014, and a second reading on November 17, 2014. The bylaws are posted on the Manchester Hawks website and were adopted on November 17, 2014.

Sue Nuccio
Secretary
MHYFC

Notice is hereby that the amendments to these By-laws were approved by the Executive Board and the General Membership of Manchester Hawks Youth Football and Cheer. These amendments were presented for a first reading on March 21, 2016, and a second reading on April 18, 2016. The bylaws are posted on the Manchester Hawks website and were adopted on April 18, 2016.

Jami Chiappisi
Secretary
MHYFC

Notice is hereby that the amendments to these By-laws were approved by the Executive Board and the General Membership of Manchester Hawks Youth Football and Cheer. These amendments were presented for a first reading on March 20, 2017, and a second reading on April 17, 2017. The bylaws are posted on the Manchester Hawks website and were adopted on May 15, 2017.

Jami Chiappisi
Secretary
MHYFC

Notice is hereby that the amendments to these By-laws were approved by the Executive Board and the General Membership of Manchester Hawks Youth Football and Cheer. These amendments were presented for a first reading on January 18, 2021, second reading on February 15, 2021, another reading of revised text on March 15, 2021, and May 17, 2021, the bylaws are posted on the Manchester Hawks website and were adopted on June 21, 2021.

Annmarie Freyer
Secretary MHYFC

Notice is hereby that the amendments to these By-laws were approved by the Executive Board and the General Membership of Manchester Hawks Youth Football and Cheer. These amendments were presented for a first reading on March 21, 2022, second reading on April 18, 2022. The bylaws were adopted on May 16, 2022.

Annmarie Freyer
Secretary MHYFC

Notice is hereby that the amendments to these By-laws were approved by the Executive Board and the General Membership of Manchester Hawks Youth Football and Cheer. These amendments were presented for a first reading on March 21, 2023, second reading on April 18, 2023. The bylaws were adopted on May 15, 2023.

Ashley Jones
Secretary
MHYFC