



PROGRAM DESCRIPTION

OVERVIEW

The South Florida Disciples (SFD) is a registered fictitious name with the State of Florida under Dwight Stephens, Inc. The SFD is the basketball component of Dwight Stephens, Inc. The year 2009 was the inaugural year of the basketball program and began with a 4th grade boys youth basketball team. We are a traveling basketball team which promotes the concept of youth basketball.

The goal of our program is to provide a safe and productive environment that enables children to learn and apply the principles of teamwork, discipline, dedication, and sportsmanship. We facilitate the development of strength and character in every child that participates. Developing good basketball values is an essential part of any youth basketball program. Demeaning players, profanity, and unseemly conduct is strictly prohibited. Parents, Players, and Coaches will conduct themselves accordingly during tournaments, practices, and off the court to set an example for the players.

Although one of the main functions of a travel youth basketball program is to win, we believe that enjoying the experience, time with fellow players, and developing your child's basketball abilities is of equal importance. Being part of the South Florida Disciples Basketball Program will take patience and dedication from Coaches, Parents and Players.

As the mission statement indicates, the Disciple Basketball Program is also committed to the development of young adults and enhancing OUR COMMUNITY. Players will be involved in different activities to improve Broward County. Being part of this program takes a big commitment from parents, family, and players. But as Head Coach I believe that basketball is an opportunity to teach about **LIFE!**

The SF Disciples Basketball Program is about being competitive and providing an environment of support and discipline. Coaches, parents and players will promote a positive environment during all team events (games, fundraising, practice, etc.). Coaches, parents, and players will all sign and abide the respective code of conduct in order to participate on the team.

Head Coaches are responsible for selecting players on his/her team. All families will complete an application along with parent and player code of conducts. Players are expected to have a positive attitude and express the will and desire to want to play and improve. In addition to being "Disciples" on the basketball court, players must also be "Disciples" in the classroom and in the community. Players that do not perform in the classroom will not be able to participate on the team. The program truly believes that education supersedes athletics and will have participants who embody the "student-athlete".

COSTS

With all travel sports, there are costs associated with participating on the team. The SF Disciples Basketball Program is no different. The Program will try to keep costs at a minimum. There will be items such as practice uniforms, shoes, and bags that each player's family is responsible for purchasing. Items such as these will be property of the player. Costs for participation may be offset by fundraising, donations, and sponsorship. Donations and sponsorship will be divided among all teams in the program unless otherwise specified. Fundraising will be given only to the teams that participate in fundraising event. In some instances, there will be fundraising opportunities that will be family specific. In other words, the funds collected will be directly applied to your child's team fee. Parents will be informed before the fundraising event if funds from fundraising will be for the team or for the participant.

Each family is responsible for travel to and from games, practices, and events. In some instances a family may be able to carpool with other families. Travel may consist of games within the tri-county area, outside the Broward County, or outside the state for Florida. If not included in the team's budget, the family will also be responsible for the cost of lodging and food.

Each year the Board will approve the budget the program. The budget will be approved by the end of January each year.

MISSION STATEMENT

To enhance the community by providing an environment to develop strength, character, sportsmanship, and leadership.

PROGRAM PHILOSOPHY

The South Florida Disciples is a "Performance Team". A performance team is a team where playing time must be earned. Game plans will not be set around playing time, but will be set around the team being competitive. Players are not guaranteed to have equal time on the court just by being on the team. There may be games where your child may play a lot, a few minutes or no minutes. This depends on your child's playing ability and how his playing ability matches up with the competition. In our inaugural season there were times that the Head Coach played players regardless of their game play; as we move forward your child's play in practice and in the game will determine his playing time. The Head Coach will determine how much each child will play. If you disagree with the manner in which the Head Coach is playing your child, then you may want to find a team that you feel meets your family's expectations.

If you decide to find another team, you will be given a refund for the services you have paid, but have not received. With practice, the hope is for each child to be able to play competitively in each and every game. However, complaints about playing time will not be tolerated; there are no hard feelings, but this isn't the team for your family. The Disciples will play an up tempo, pressing-style of basketball. In order to do this, we must have players who are in shape and have a DEEP bench.

Here are some key ways to earn playing time from the Head Coach. The following lists the "**Six Principles**" of being a Disciple of Basketball:

1. Hustle - In practice and in games; you must always try your best. Walking to practice stations, walking to the bench during timeouts, and walking during the games are NOT acceptable. Diving on the floor and playing aggressive defensive is a MUST. The coach should not have to continuously direct you to

- hustle. If you choose to walk and jog on the court, you can just walk or jog to the end of the bench.
2. Defense - If you want to play, you must play DEFENSE. This means 110%. The Coaches can direct you, but you must want it!
 3. Listening - Listen to what the Coaches are asking you to do. Focus during timeouts and during practice. Goofing off and playing around is a direct path to the bench.
 4. Sportsmanship - Regardless of the score, regardless of how much you play, always keep your head up and congratulate the other team.
 5. Practice - "What we talkin' bout, we talkin' bout practice man, not the game, but practice". That's right practice makes perfect. Giving a full effort in practice is a good way to get the Coaches' attention. You give a full effort in practice by trying to come in first in drills, paying attention, concentrating and doing the drills correctly, and communicating with teammates. Earn your time, be competitive with your teammates in practice, maybe you can take their spot in the rotation. The Coaches feel that if you are not giving a full effort in practice, that you will not give a full effort in the game. If you do not give a full effort in practice, you may not even get an opportunity to display what you can do in the game because the Coach's only perception of you is your lack of hustle in practice.
 6. Have Fun - Don't be afraid to make mistakes. Mistakes are a part of learning. I want ALL players to play free and love the game. Don't get down on yourself if the Coaches correct you and get on you when they feel you are not giving "your" full effort. Our job is to make you a better player and push you as hard as you can go! You brush it off and give your all!

RESPONSIBILITIES

Board of Directors – The Board is responsible for overall policy and direction of the Council and delegates responsibility for day-to-day operations to the Council Director and committees. The Board decides on all matters of fundamental significance. In particular it has the function of (a) deciding on the use of proceeds from the foundation capital; (b) deciding the budget; (c) revising the annual accounts and approving the activities of the Executive Committee; (d) co-operating in amendments to the Articles of Association.

There shall be four officers of the Board consisting of a Chair, Vice Chair, Secretary and Treasurer. The four officers serve as the members of the Executive Committee. Except for the power to amend the Articles of Incorporation and Bylaws, the Executive Committee shall have all of the powers and authority of the Board of Directors in the intervals between meetings of the Board of Directors, subject to the direction and control of the Board of Directors.

The Board shall have up to 10 and not fewer than 3 members. The board receives no compensation other than reasonable expenses. Membership shall consist only of the members of the board of directors. The Board members are appointed by the Founder for a period of three years; reappointment is possible. The Board may create committees as needed, such as fundraising, housing, etc. The Board Chair appoints all committee chairs.

The members of the Board are entitled to resign from their position before the end of their period of office at anytime with written notice. The Founder may only remove members of the Board from office prematurely with good reason. If a member of the Board of Trustees resigns prematurely, the Founder will appoint a successor for the remaining term of office.

The Board shall meet at least bi-annually at an agreed upon time and place. An official Board meeting requires that each Board member have written notice two weeks in advance.

The Board shall follow the bylaws set by the Organization.

Founder – The Founder on the program has the responsibility of:

1. Selecting board members
2. Overseeing all coaches and appointing and/or approving coaches involved with the program. The Founder has the ability to remove any coach or voluntary staff involved with the program.
3. Approving or rejecting final disciplinary recommendation made by the Board.
4. Updating and maintaining the website.
5. Completing tax documents and maintaining accounting system.

The Founder may appoint someone to handle these duties in his absence.

Head Coach – Each team shall have a Head Coach who will be the lead contact for the team s/he coaches. The Head Coach will be responsible for:

1. Determining who plays and how long during each game
2. Organizing the team's practice.
3. Selecting his assistant coaches. There will be no more than 3 coaches per team.
4. Recruiting and selecting his/her players.
5. Addressing player and parent issues.
6. Adhering to the Program's Philosophy, Program Description, and Coaches Code of Conduct.
7. Enforcing the player and parent codes of conducts.
8. Appointing a "Team Parent" for assisting with team duties.
9. Ensuring all payments is collected from the families of participants.

The Head Coach may appoint the Assistant Coach to facilitate practice and/or coach a game in his absence. However, this will be in rare instances as the Head Coach must be available on a regular basis to direct the team.

Assistant Coach – There will be up to 2 Assistant Coaches per team. The Assistant Coach is there to aid the Head Coach with practice, game preparation, and other reasonable duties assigned by the Head Coach. The Head Coach may appoint the Assistant Coach to facilitate practice and/or coach a game in his absence.

If the Assistant Coach receives questions about playing time, funds, and complaints, s/he is to direct the source to the Head Coach.

Team Parent – The Team Parent is appointed by the Head Coach to assist with team functions. The functions may include:

1. Collecting funds from parents.
2. Collecting, washing and distributing game uniforms.
3. Dissemination information from the Head Coach to the parents.

Parents/ Guardians – The parents/ guardians (from this point referred to as parent) play a vital roll in the success of the team. It is not the player that makes the team a success, but in most part it is the family. It is important for parents to recognized their kid's playing ability and understand where his/her child within the scope of the team. There may be games where your child's ability may not match up well against the opponent, and his/her playing time may be reduced. On the other hand, there may be instances where your child's ability matches up well

against and opponent and s/he may play a considerable amount of time. The functions of the parent may include:

1. Motivating your child from a parent's perspective and encourage him/ her to do his/her best. The child needs to understand the commitment that the family has in travel basketball and s/he needs to give his/her all when on the field of play.
2. Supporting the team, this includes other parents, coaches, and staff.
3. Ensuring that your child is at all required events.
4. Participate in fundraising activities.
5. Trusting that the coaching staff has your child's best interest at heart and allow them to make coaching decisions.

Players – The players are why we all do this. Player also play a vital roll in the team's success. Players are responsible for:

1. Giving 100% at all times
2. Displaying a positive attitude (win or lose)
3. Congratulating the other team
4. Completing all school assignments and being a "Disciple" in the classroom.

Grievance Procedure

In the event a parent has a complaint about a voluntary staff of the SF Disciples, the following procedure will be followed.

DEFINITION:

Formal Written Grievance: Grievance provides a method for families to file a complaint concerning their participation with the SF Disciples Basketball Program. A grievance is an unresolved complaint of an actual or perceived harm or injustice,

GENERAL CONSIDERATIONS:

A. The grievance procedure will be posted on the Program's website (www.southfloridadisciple.com) under the heading "Program Info". Grievances will be discussed during board meetings. Individuals who file a grievance should expect a reasonable solution within one week of the Board Meeting.

PROCEDURE:

A. Before Issuing Grievance:

Head coaches will attempt to resolve complaints before the grievance process is initiated. The Head Coach may confer with the Founder or the Assistant Coaches on his team about the grievance. The grievance will be confidential between the coaching staff of the assigned team and members of the board only.

B. Non-grievable Issues:

Issues regarding playing time are non-grievable.

C. Grievance Steps:

1. When a family believes they were subjected to unfair and/or unjust treatment, they will first contact the Head Coach of their team to discuss the issue and attempt to resolve the issue. The Head Coach member will then:
 - a. Identify the issue
 - b. Make attempts to resolve the issue
2. If the issue cannot be resolved by the assigned Head Coach of that team, the family member may request to speak to the Founder who will attempt to resolve the issue.
3. If the issue cannot be resolved by the Founder, the family member may complete a Grievance Form.
4. When a family member files a grievance, it must be submitted within five business days from the time the s/he becomes aware of the incident/issue.

5. Grievance forms will be located on the Program's Website at www.southfloridadisciples.com under forms. If a family member submits a grievance for a non-grievable issue (see "Non-Grievable Issues"), s/he will be advised that this concern is not grievable.

6. The Head Coach will complete the outcome section of the form, return a copy to the person who filed the grievance, and give a copy to the Founder to be filed.

D. Completing Grievance Form:

1. The Grievance Form must be completed in its entirety.

E. Processing Grievances:

1. Grievance form will be submitted to the Head Coach of the specific team and/or the Founder.
2. The person receiving the grievance form will document the date and time s/he received the form.
3. The grievance form will be discussed at the next Board Meeting. If the next board meeting is more than 3 weeks away, a meeting will be called to discuss the grievance. In this instance a verbal scheduling of the meeting will supersede the 2 week notice documented in the bylaws.
4. The Board will determine a resolution and submit it to the family member who filed the form within one week.
5. Grievance decisions made by the Board will be final.
6. Grievance forms will be kept on file for a period for 1 year.