

**We C.A.R.E Warriors Athletic Sports
Program (WASP) Coach, Parent, and
Student Athlete Handbook**

We C.A.R.E



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CHAPTER ONE

WASP Overview

VISION STATEMENT

WASP is a traveling Youth Sports Program consisting of families, businesses, and communities who invest in the lives of student athletes so they can demonstrate their academic and athletic skills globally.

MISSION STATEMENT

WASP will train, develop, and mentor school age youth to be talented athletes, responsible adults, and community leaders. We encourage (student athletes) to excel in academics, strive to learn fundamental and advance skills of sports, and compete on an elite level while instilling life-lessons and values.

We will conduct Special Skill Set (Career, Professional, or Entrepreneurship) Training, Financial Literacy, Economics, and Investing classes. We will also use the internet, website, and social media for recruitment using student athlete basketball stats and grade point average. Focusing on the next level in life gives our student athletes multiple avenues that leads them to success.

BRAND STATEMENT

We C.A.R.E Together... We **C**ompete Together, We **A**chieve Together, We **R**epresent Together, and We **E**xcel Together.

ETHICS

Ethics are discipline communications of what is good and bad with moral duty and obligation. Ethics are a set of moral principles that govern the conduct of an individual or a group professional.

- **E**veryone is responsible.
- **T**rust is always essential.
- **H**onesty is still the best policy.
- **I**ntegrity is the measure of character.
- **C**ommunication is prevalent.

- **S**ilence is not acceptable.

Ethics are guiding philosophies that emphasize the consciousness of moral importance. The Ethics of WASP describes the characteristics and duties of individuals who represent the interest of WASP; whether at work or not; off duty or on personal time. We want to instill value in every aspect of WASP. Being apart is more than developing athlete skill, we focus on interpersonal skills as well.

PROGRAM REQUIREMENTS

There are requirements that are expected from our student athletes who are participating in WASP. These requirements are as follows:

1. Student athlete cannot miss more than 2 unexcused practices a month.
2. Student athletes cannot be disrespectful to the team, coaches, parents, refs, or any grown-up at any time.
3. Student athletes must perform behavior checks or self-examinations regularly. This means being accountable for your actions, being coachable, and being honest at all times.
4. Student athletes must provide a copy of all their progress report and report cards to WASP coaches and staff.
5. Student athletes are to maintain an A/B honor or pass all classes with an 80% or above, with a minimum of two classes below 80% but above 75%. If your average falls to 75%, you will be required to participate in tutoring at school. WASP can designate tutoring sessions during mentorship days.
6. Student athletes must stay out of trouble in school. Conduct that are disciplined in school may result in loss of eligibility to play for the WASP.
7. Student athletes must stay out of trouble in the community. Conduct that is deemed trouble in the community, are breaking federal, state, city, and local laws. These actions may result in the loss of eligibility to play for WASP.
8. Student athletes cannot participate in any gang activity.

9. Student athletes will not discriminate based on religion, gender, race, or nationality. This is a unisex sports program so no sexual, homosexual, or racial slurs/jokes.
10. Student athletes will refrain from cussing, using inappropriate language, text, being involved in videos or social media activities that will reflect negatively on their team, this program, or their family.
11. Student athletes are recommended to be present at team building activities.
12. Student athletes must participate in PRE-STARR, ACT, and SAT PREP.
13. Student athletes must maintain their WASP uniforms.
14. Student athletes must put in work at practices. They are required to jog on the court at all times. Walking is not permitted by student athletes unless it's a short distance of 2 to 3 steps.
15. Student athletes should dress in appropriate team attire during tournaments.



MEETINGS, PRACTICE, AND TOURNAMENT SEASON

1. Family meetings are held at 6:30 pm on the Friday after the 1st of every month starting April at the We C.A.R.E Center.
2. Our plan is to hold two to three practices a week. Practice dates and times are set by the coaches.
3. For the Basketball Program, we will have one (5) month season **(March –July)** and one (4) month season **(August – November)**. We will schedule 15 or more games; 5 or more tournaments per season. Please be advised that some seasons may be shorter than others due to the type of tournament we participate in. For instance, some tournaments we attend may be 2 games per tournament.
4. We will also host an End of the Season Banquet to acknowledge our student athletes and register for the next tournament season or additional training.

CHAPTER TWO

WASP Developmental Model

WASP emphasizes *EDUCATION FIRST, DISCIPLINE ALWAYS*. WASP consists of developmental and national teams that is designed to introduce student athletes to a higher standard for education and higher level of competition. WASP focuses on teaching, mentoring, and developing student athletes to excel in education and discipline in everyday life; demonstrate the advanced fundamental skills of a talented athlete, and values of being part of an academically elite organization.

WASP is established for the benefit of our student athletes, so it is important that parents are involved with their student athletes and the WASP, we strongly encourage this. This demonstrates the teamwork of parents and coaches, which is empowering to our student athletes and ensuring to the coaches of the program.

TEN CORE PRINCIPLES

1. **Academics.** We are to display a level of intelligence in all areas of our lives that is higher than average.
2. **Hard Work.** We are to always give our best effort to do more to be better and get better. We must invest sweat equity to be the best.
3. **Communication.** We give and receive effective constructive and positive information only. Communication is a Key, it is exchanging information between individuals through a common system of symbols, signs, or behavior. We give and receive effective constructive and positive information using our five communication principles:
 - **CARE.** Communicators must have a genuine concern for other people, their development, and their needs.
 - **CREDIBLE.** Great communicators remain consistent, fair and competent. Their actions dictate how they are perceived and valued.
 - **CONSTRUCTIVE.** Communicators are consistently positive, full of energy and only see challenges as temporary obstacles.
 - **CONNECT.** Use every opportunity to communicate at the appropriate level, with simple and direct language to keep and hold someone's

attention. Give opportunity for others to respond, listening intently to responses and feedback.

- CONFIRM. Check back with the other person or group to ensure messaging is understood.

4. Resilient and Confidence. We encourage student athletes to play through their mistakes and losses to get desired results.

- We cannot give up or be afraid to make mistakes, except the challenge and don't quit. We must try again...harder and smarter.

5. Discipline and Responsibility. We must exercise self-control to stay the course in accomplishing goals we set while accepting responsibility for our actions and not playing the blaming others (victim mentality).

6. Respect. We must express the highest state of regards to coaches, teammates, opponents, officials, and family. We must display character, honor, and good sportsmanship at all times.

7. Coachability. We must accept the challenge to learn and grow to compete at the next possible level.

- HUMILITY. A player that has humility accepts and admits that there are things they do not know, and cannot do, within the sport of basketball. Further, the player is willing to concede when they cannot accomplish a certain task alone and are willing to allow the coach to help.
- SENSE OF PURPOSE. A player who is willing to state their goals and demonstrate their motivation will typically be easier to reach through coaching.
- SURRENDERING CONTROL. A player who can give up control to another, in this case a coach, is initially doing so without seeing results. Once you have been verified as a credible and qualified teacher, a coachable player will be fully invested in the journey.
- CONFIDENCE. Improvement or non-improvement as a player can only be determined after the player has been through the experience with you as the coach. A player that is confident in you is forgoing the benefit of

hindsight, understanding that sometimes things need to get worse before they get better.

8. Teamwork. We are to be well-drilled in our roles, skills, and responsibilities. We must encourage and support each other.

- When we PRACTICE sufficiently together, we PLAY efficiently together; when we play efficiency together, WIN inevitably together!

9. Commitment. We are expected to be dedicated to the vision and mission of WASP, our teams, our coaches, our staff, our parents, and our success.

10. Leadership. We are to mentor, influence, and motivate our team to fulfill their responsibilities to accomplish their goals.

- Leadership is the main ingredient in sportsmanship and respect—respecting and acknowledging the contributions, skills, and accomplishments that each person brings to the table motivates them to push themselves even further.

These core principles will be our guide to winning, succeeding, and accomplishing our goals.

GRADE SCHOOL LEVELS

- 1. Elementary Level 1** is any student athlete that is in kindergarten to the 3rd grade and below or the age of 6 to 9 years old.
- 2. Elementary Level 2** is any student athlete that is in 4th to the 6th grade or the age of 10 to 12 years old.
- 3. Junior High and High School:** is any student athlete that is in 7th to college or the age of 13 plus years old.

Each team will be formed with 10-12 student athletes on their roster. These spots are based on position and ability. Practice time will be provided for players that are not formally part of a team roster but want to continue their skill development.

We understand the benefits of playing two or three sports, but all players must be completely available during the basketball tournament season. If other sports conflict

with any tournament games, the coaches and staff of WASP have the right to play another student athlete in their place.

FOUR C's OF DEVELOPMENT:

The 4C's should be used to help our student athletes learn, develop, and improve their skill set. The 4C's are:

1. **CORE** – develop muscles and strength.
2. **CONTROL** – mobility and agility
3. **CONDITION** – stamina and resilience
4. **COMPETENCE** – mental and physical soundness; well roundness



The 4C's will also help coaches evaluate the strengths, weaknesses, and areas of improvement of our student athletes. The fundamental and main skill sets we will focus on are passing, dribbling, shooting, rebounding, and defense.

If you are not willing to learn,
no one can help you.
If you are determined to learn,
no one can stop you.

- Zig Ziglar



CHAPTER THREE

Fundamental Skill Set



Fundamentals are a way of life; an approach and a constant reminder to do the basics to achieve the goal of becoming a champion. Fundamentals are important because they lay the foundation of success and allow any student athlete to master their sport. Teaching fundamentals at every level is more important because it precedes winning. Teaching fundamentals provides athletes with the confidence to execute the skills necessary in competition.

Hall of Fame coach Jack Ramsay once said, "The coach is the teacher; his subject is the fundamentals."

WASP focuses on six fundamentals to teach in a progressive manner. This means in every development level of WASP; fundamentals are installed as a foundation. WASP fundamental are as follows:

PASSING FUNDAMENTALS

WASP uses five basic passing fundamentals to teach our student athletes. These fundamentals are the chest pass, overhead pass (one/two-handed), bounce pass (one/two-handed), point guard to wing pass, and pass into the post.

DRIBBLING FUNDAMENTALS

WASP uses various drills and techniques to teach our student athletes how to dribble. We focus on bouncing the ball up and down while standing still while keeping their head up to see teammates, move around the court, and protect the ball from the defense.

We emphasize dribbling stationery in a small area to dribble, afterward we would use dribbling sticks to introduce new dribbling techniques and movements. Then we move to dribbling movement drills.

SHOOTING FUNDAMENTALS

There are nine shooting fundamentals that we teach to equip our student athletes. These fundamentals are Eyes on Target, Stance and Balance, Shot Pocket, Grip, Balance Hand, Delivery, Up-force, and Landing, Follow Through, and Correct Shot.

REBOUNDING FUNDAMENTAL

Rebounding is one of the most important aspects of winning games. Offensive rebounding gives your team extra chances, and free throw opportunities, and frustrates the defense. Defensive rebounding is a key part of good defense, limiting the offense to one shot. We use various rebounding drills to teach our student athletes the fundamentals of rebounding.

We use box out drill, find the opponent and box out drill, follow your shot and the shooter drill, and we use garbage/trash drill.

DEFENSE FUNDAMENTALS

There are two basic types of defenses: *man-to-man defense*, and *zone defense*. We use variation of six defenses, five *zone defenses* (2-3, 3-2, 1-2-2, 1-3-1, and 2-1-2) and *man-to-man defense*.

We teach our student athletes each defense and how to identify the weak spots in each zone defense, to include our weakness in playing *man-to-man defense*. We will decide on what defense to play by examining the other offensive team's strengths and weaknesses compare to our defensive strengths and weakness.

OFFENSE FUNDAMENTALS

Basketball is not just a game of offense and defense, but a game of effort and strategic execution. *Before any offense or defense can be implemented, players must possess basic basketball skills.*

Our offensive strategy is broken down into two categories: moving with and without the ball. With the ball or ball handling skills include shooting, pivoting, passing, and dribbling. In playing without a ball, players must move with a purpose.

- We teach student athletes that without the ball, move with a purpose. We emphasize each movement should result in a screen, pass reception, rebounding position, or a good shot.
- We also train student athletes to avoid the trap or one bounce dribble, always stop your dribble with a shot or pass, and never dribble when it is possible to pass.
- We coach student athletes to use the change of pace and direction effectively to get open, make sharp cuts and avoid moving in arcs, and identify passing lanes, back cut to the basket, or clear out when a teammate dribbles towards them.
- Using their intelligence, we encourage student athletes to look for players to exploit size mismatches at any position.
- Running our offensive plays, we instruct student athletes to move the ball with sharp, accurate passing, pass to the open man, and get open for shots before you receive the ball.
- For a successful offense, we encourage student athletes to work for the ball, do not stand and call for it.

CHAPTER FOUR

Additional and External Training

Our additional and external training is geared toward helping athletes learn the fundamental and advance skills required to play any sport by participating in drills that they can continue to work on independently once training is over. The additional training is also for student athletes who desire to play at a higher level. Every athlete will work hard, learn to be competitive, and have fun in preparation for future sports play.

1. Basketball Camps: (5-day special training camp)

- **Day 1 & 2 (2 hours):** Instructions, warm-ups, ball handling basics, and shooting form.
- **Day 3 & 4 (2 hours):** Warm-ups, spot shooting, ball handling drills and shoot off the dribble.
- **DAY 5 (2 hours):** Warm-ups, shooting drills, dribbling relays, and dribbling gauntlet.

2. Group Basketball Clinics (3-day strengthening and conditioning clinics)

- **Day 1 (1 hour):** Instructions, warm-ups, weight training, ball crawls, and sideline sprints.
- **Day 2 (1 hour):** Warm-ups, calf raises, ski jumps, skip jumps, and resistance training.
- **Day 3 (1 hour):** Warm-ups, lunge outs, calf raises, ball sprints, and layups drills.

3. One – on – One Sessions (2-day fundamental and developmental sessions)

- **Day 1 (1 hour):** Instructions, warm-ups, dribbling drills, and lay-up drills.
- **Day 2 (1 hour):** Warm-ups, spot shooting form, post shooting drills, and shooting off the dribble.

External Training:

- USA Basketball Gold Camps (7-9th Grade)
- Unified Sports & Athletics Training hosted by Coach Bobby Johnson at Skyline Baptist Church: 2 sessions + homework challenges for \$40...
- Tuesday & Thursday @ 5pm or 6pm
- Open Gym @ 8:30-10:30pm

CHAPTER FIVE

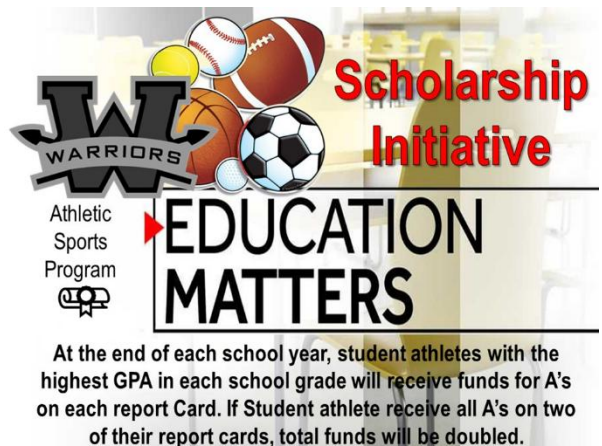
Mentorship Program

There are many reasons why mentoring is so important for youths and younger adults. A couple of reasons is for our youth to learn new things, gain new skills, and grow as a person. Student athletes also receive advice and guidance that helps them figure out what they want and how to achieve it. We want to help keep our student athletes on the right path, teach them how to avoid obstacles, and learn from their mistakes by getting involved with things they don't understand. Coaches are mentors and should always conduct themselves as such. Our organization mentorship program consists of:

1. SCHOLARSHIP INITIATIVE

WASP, We C.A.R.E Financial Institute, businesses, and community leaders will sponsor a Scholarship initiative for each School grade starting with the 3rd Grade to the 12th Grade. After the school issue student athletes their report cards, parents will have one week to turn in the report cards to their coaches.

The student athlete with the highest GPA in each school grade will receive funds for each A's and B's. If Student athletes receive all A's, they will double the amount of funds. Funds are determined by multiplying number of A's by school grade of student athlete. For B's, just divide their school grade by 2 and then multiply it by the number of B's student athlete received. For example, a 6th grader who receives 5 A's and one B will receive \$33.



2. ACADEMIC CLASSES AND STUDY GROUPS

WASP partnered with We C.A.R.E Financial Institute, businesses, non-profit organizations, and various community educators to provide an area to equip student athletes with effective problem-solving strategies to perform at higher academic levels.

3. TEAM BUILDING ACTIVITIES

Team building is about providing the skills, training, and resources that we need, so that we can work in harmony. Team building is embedded into WASP team and

organization's culture. We use team building activities to motivate us to work together, to develop strengths, and to address any weaknesses. WASP team building activities should encourage more collaboration with minimum competition.

4. LIFE CHOICES

Choice/Decision making is a critical-thinking skill we use in our daily lives. WASP will incorporate choice-making discussions throughout organizational activities to ensure the choices we make are congruent with our goals. WASP fosters an atmosphere of making good choices to keep us heading in the direction in which we want to go.

5. ECONOMY AND FINANCES EDUCATION

WASP will introduce student athletes to the economic way of thinking. We all should understand basic principles of how the economy operates. Beginning economic education early and building on that learning throughout students' education is the best way to ensure they develop vital decision-making skills. WASP introduces the basic personal finance and economic concepts, such as scarcity, choice, goods, services, saving, spending, and banks to ensure our student athletes are financially literate.

6. CAREER AND BUSINESS TRAINING

WASP integrated career and business training into the mentorship program so student athletes can gain experience that goes beyond the high school classroom, blending academic enrichment with career exploration. Through engaging classes and hands-on projects, our student athletes develop valuable skills and insights in their field of interest while boosting their professional portfolios and enhancing their college admissions applications.

7. VARIOUS LIFE TOPICS

WASP believes that a well-rounded individual can prosper on other knowledge and experience so we will invite key personnel to speak on various life topics to prepare our student athletes for life situations.

WASP looks to empower student athletes to be accountable, dependable, and responsible in life. This will enable them to encounter various dangers of life with firmness and personal bravery.

CHAPTER SIX

Program Prices and Refunds

While participation in elite youth sports programs is not cheap, we strive to be an affordable sports program. So, participation in our program is not based on how much money a player's parent makes. So, we have calculated the cheapest and best prices that are suitable for WASP and accommodating our parents.

WASP NON-MEMBER PRICES.

- | | |
|--------------------------------|---------------------|
| 1. Registration: | \$300 |
| 2. Tournament Season: | \$50 per tournament |
| 3. Training Camps: | \$100 |
| 4. Training Clinics: | \$50 |
| 5. One-on-One Sports Sessions: | \$25 |

NON-MEMBERS PAYMENT PLANS.

1. One-time Payment.
2. After paying registration fee, our monthly payments which are required at the first Friday of every month starting on tournament month.
3. 10 % Discount for multiple Students Athletes towards tournament season. There is no discount for registration and uniform fees.
4. 10% Discount towards student athletes participating in any additional training.

WASP MEMBERSHIP PRICES.

- Registration fees per student athlete are \$200.
- Membership fees per student athlete are as follows (10% discount is added per student athlete, maxing out to 30% after the 4th student athlete):
 - 1 student athlete - \$100 per month
 - 2 student athletes - \$190 per month (10% discount)
 - 3 student athletes - \$240 per month (20% discount)

- 4 student athletes - \$280 per month (30% discount)

Members who have paid their registration and membership fees will receive all camps and clinics for free, as well as free access to pay per play days (open gym).

REFUND POLICY.

Parents may withdraw their student athlete from any WASP activities with full refund within 24 hours of membership purchase. After the 24-hour window has passed, WASP can offer credit to be utilized for another service that we offer. Credits must be utilized within 6 months of the date of membership purchase. Otherwise, the WASP will not provide a credit or refund.

1. Refunds can be given if families submit in writing, with supporting documents, showing uncontrollable circumstance or financial hardship, upon approval of any director.
2. All camps, clinics, or sessions are non-refundable 2-weeks prior to the start of training.
3. If an unforeseen event occurs (mother nature, gym closed down etc.), WASP will give a full refund or full credit for future training (One year from the date of the previous event).
4. If WASP is at fault, and a camp, tournament or event does not take place, the participants or teams will receive a full refund.
5. All pre-payments collected by WASP will not be refunded if a person or group is found guilty of any unlawful acts, contractual violations, or behavioral issues.

CHAPTER SEVEN

Fundraising

Money is a requirement for many, if not all, youth sport organizations and teams. So, to help parents with funds, fundraisers will be used to help with expenditures of WASP. 95% will go directly towards the support of our student athletes and 5% to the operations that support the administrative activities of WASP. Funds are required for things like:

- External Training Camps
- Banquets and Team Events
- Building, Land, Gym, or Training Equipment
- Scholarship Initiative
- Travel Accommodations (transportation, hotel, food, & entertainment)

Our goal is to hold at least five fundraisers per year for each sports program of WASP. We ask all parents to attend five fundraisers per year in support of the whole program and your student athletes. There is a fundraiser coordinator who will work with secretary and treasurer to ensure location is reserved and items needed to raise funds are purchased. Some ideas are listed below for planning fundraiser events.

1. SELL MERCHANDISE.

A common way to raise funds is to sell our own products or merchandise. A lot of family members are creative and have Arts and Craft skills. They can work together to print the team logo on products and sell them during games, online, or anywhere that will work.

2. CHARITY AUCTION.

Auctions can be an exciting way to raise money. Request items to auction off from local businesses (if possible), and then include some of our own items to give to the highest bidder. We can do these auctions online or create an offline event.

3. HOST A SPORTS CAMP.

We will hold sport camps and other training during the off-season. We may need a few members of the team to help with teaching young children.

4. HOST A TOURNAMENT.

Invite members of the community, as well as those from nearby areas, to participate in a basketball tournament. There are many formats we can consider: 5-on-5 full-court, 3-on-3 half-court, or 1-on-1. We can run these tournaments over one weekend or create a tournament that runs for several Saturdays in a row. Have brackets for all age groups to boost numbers, and charge teams or individuals to participate in the tournament. There are costs to this fundraising model (court fees, referees, etc.), but our team can raise a healthy sum of money if done correctly.

5. SPONSORSHIP.

Write personalized letters to local businesses and larger corporations asking if they'll sponsor our team / program. In exchange, include them in all team-related media (team website, game-day booklet, their logo on warm-up gear, etc.). We'll likely get many businesses who say no but finding just a few who say yes can make a big difference for our team. If any of our players' parents own a business, start with them! For those who do say yes, provide them with certificates that can be displayed in their shop.

6. ORGANIZE A FUN RUN OR WALKATHON.

During seasons with decent weather, organize a fun run or walkathon. Have a number of categories or distances (3km, 5km, 10km).

Charge a lower price to participate for those who register early, and a higher amount for those who wait and register closer to the event.

We'll even have the opportunity to create merchandise for this event. Create shirts / singlets that participants can purchase. To keep everyone's interest if you plan to make this a regular feature, organize a theme for each run or walkathon such as fundraising walkathon.

7. TRIVIA NIGHT.

Host a trivia night one evening where parents, players, and coaches can come together and enjoy some healthy competition. Charge individually or per table to participate. All

you need to do is put together a bunch of questions, create cards for tables to write down their answers, and then find a host for the event.

These are great events for large groups of people, and you can make extra money by selling food and drinks throughout the night.

8. YARD SALE.

Put up posters in our local gym, around town, and on social media letting everyone know that we'll be holding a yard sale. You'd be surprised what people would be interested in buying. As they say... "One man's trash is another man's treasure."

We can contact local businesses and other community members to see if they wish to donate some of their items to your sale.

9. DOOR-TO-DOOR SALES.

The more proactive approach to take is to seek out customers instead of waiting for them to come to you. Get started knocking on every door in your neighborhood. If you have merchandise for sale (hoodies, t-shirts, socks, coffee mugs, etc.), door-to-door sales might work for your team.

This is usually more successful when you have a tight-knit community. Be sure to remind prospective buyers of the good cause they're contributing to by being a customer. And don't allow rejection to get you down. Just move onto the next door!

10. VIDEO GAME NIGHT.

Invite the whole town to the school hall / gym for a night of video games. Charge for entry or a specific price for gamer participation, and then make sure to set aside funds for the prizes of winners. This is another opportunity to make money serving snacks and refreshments.

11. CONCESSION STANDS.

Set up concession stands at home games. This will allow you to sell hotdogs, popcorn, candy, beverages, or anything else you can think of. These stands are often successful because you can purchase food and drink in bulk, and then sell them individually for a profit.

People who attend home games are also likely to have an interest in the team, so don't forget to set up some team merchandise at the stand too.

12. SELL CALENDARS.

Ask one of the parents with a decent camera to take pictures of each player during live games and practices.

Compile them all together and create a pocket, desk, or wall calendar. (We'll need each parent's permission for this)

We can design calendars easily using platforms such as Canva. This fundraising idea works best at the start of the year or at the end of the year - that's when people are looking for calendars!

13. GUESSING GAMES.

This is one of my favorites... Find a large jar and fill it with candy. Set up a table at the entrance to the gym on game days and ask people if they would like to guess how many lollipops are in the jar.

14. PANHANDLING FOR DONATIONS.

This is our biggest fundraiser and common to many sports teams. Get permission from your city and business owners to ask the community for donations on a safe but business street corner.

SUMMARY.

Each of the fundraising ideas listed above has its own advantages and disadvantages. It's up to us to decide which ones best fit your team / program. Also, we shouldn't limit ourselves to one idea, we can combine ideas for more innovations. We should also create a marketing strategy and ways to advertise our program. By hosting many fundraisers throughout the year, we'll have more opportunities to raise funds for our team and we'll find out what works best for our team's specific situation.

Chapter Eight

Conflict/Issue Management and Resolution

WASP coaches and organization staff ask that parents and players maintain exclusive communication with their team coach if there is an issue.



1. We ask that parents and student athletes wait 24 hours after a game or practice before contacting a coach regarding any issue unless it is a matter that requires urgent attention. This allows the parent, student athlete, and coach to settle down and think about the problems and come up with solutions.
2. When it is deemed necessary to address an issue, we ask parents and student athletes to speak directly to your team coach and attempt to get the issue resolved. If the issue is with your coach, please go to one of WASP Directors. Same if the issue is with one of WASP Director, issues will be then directed to the President and Vice-President.
3. We are aware that our student athletes are young and learning, but there are certain behaviors that will not be tolerated, including violating our requirements and seven core principles. Behavior such as, a student athlete quitting, walking off any designated playing area in a tournament, fighting, cursing, racial slurs, or demoralizing a team member. The following will occur:
 - **1st Offense Resolution:** student athlete will be warned and apologize to their team, coaches, and parents.
 - **2nd Offense Resolution:** student athlete must go through relevant corrective training and a complaint will be added to their file.
 - **3rd Offense Resolution:** permanent removal from WASP.



4. If student athlete grades fall below grade requirements, they will not be allowed to play in a tournament until they show proof that their grades met the requirements.
5. WASP will hold monthly meetings that are open to parents to discuss these issues, team operations (events and finances), and any issues (current or future). We will also provide a slideshow that will be for parents who can't attend a meeting.

(NOTE: *If a student athlete is removed from WASP and the parent wishes their student athlete to continue to play, WASP Directors will vote, and the student athlete's team will vote. Whatever the results are, the student athlete's team has the majority rule and team parents are tie breakers (if needed). If the vote results in a student athlete returning to the WASP, parents are required to pay a registration fee. Also, the student athletes will not be allowed to play on their prior team, they must play up.*

CHAPTER NINE

Unacceptable Behavior and Misconduct Policy

It is the policy of WASP that unacceptable behaviors and misconducts will not be tolerated on the part of coaches, staff, parents, or student athletes. This policy is in addition to behavioral requirements stipulated in other policies or procedures within the organization. This policy in no way is intended to replace or take precedence over federal, state, and local laws, but enforce them.

Behaviors that are regarded as incompatible with WASP and are considered unacceptable and prohibited are:

- 1. Unwelcome physical contact, such as inappropriate touching, patting, pinching, punching, and physical assault.**
- 2. Unwelcome physical, verbal, visual, or behavioral mannerisms or conduct that denigrates, shows hostility, or aversion toward any individual.**
- 3. Demeaning or exploitive behavior of either a sexual or nonsexual nature, including threats of such behavior.**
- 4. Display of demeaning, suggestive, or pornographic material.**
- 5. Failure to report known sexual abuse or neglect of a child.**
- 6. Any form of bullying, hazing, & harassment.**
- 7. Emotional abuse within sports and athletics typically manifests as shaming and mocking for poor performance, using inappropriate nicknames, denying attention, making threats of repercussions, and excluding or singling out individuals.**
- 8. Publicly or privately condemn any WASP staff, coach, student athlete, parent/guardian, or family member.**

9. Publicly or privately condemn any WASP staff, coach, student athlete, parent/guardian, or family member based on political or religious beliefs, gender, age, race or national ethnicity, or sexual orientation.

10. Intentional violation of any local, state, or federal law. Examples include:

- Drinking while driving under the influence of alcohol.
- Possession of illegal substances.

11. All WASP staff, coaches, and other representatives must report any suspected physical or sexual child abuse immediately. All such suspected reports must be made to the appropriate state and/or local authorities first, then to WASP Directors.

Any unacceptable behavior or misconduct, as specified but not limited to the above, will result in a warning and/or disciplinary action including suspension or termination from participation in WASP. If any unacceptable behavior or misconduct is illegal in nature, authorities will be called immediately.

For More information see Amateur Athletic Union YOUTH PROTECTION HANDBOOK.