

January 7, 2026 Meeting with Members and Board

Board Members:

- President – on board for six years as Ways and Means, Assistant Football Director, Football Director and President – has as a child that plays Football and Basketball for Spring Run
- Treasurer – on board for year and half as Treasurer – has two children in multiple sports for Spring Run
- Secretary – on board for beginning of 2025 (beginning of February) - has multiple children in sports for Spring Run
- Athletic Director – on board for a little less than a year and half - has a child playing for Spring Run
- Girls Basketball Director – on board for four years and a couple months - has children that participate in cheer for Spring Run
- Girls Softball Director – on board for two and half to three years as Ways and Means and Softball Director – has children who play sports for Spring Run
- Boys Baseball Director – on board for a little over two years – has children who plays sports for Spring Run
- Boys Basketball Director – on board for two and half years – has had children older that played for Spring Run and currently has a child that plays for Spring Run

Meeting:

- Not to debate or discuss past events, but to reset how the Association functions and our focus moving forward which includes
 - ensure every member has a clear voice,
 - ensuring bylaws are followed,
 - follow written grievance and disciplinary processes consistently, and
 - create safeguards that protect coaches, families, players, and directors
- We encourage members to be engaged as each member's involvement is essential to making SRAA stronger.
- We want to be able to move forward for the same reason we are all attending, which is for the Kids of this association, those currently involved and those incoming. Yes, unintended errors occurred and the board acknowledges this and also acknowledges we want to move forward we want to make the members felt heard and a part of the association as a whole.

Financial Items:

- Treasurer, provided the financial transactions and expenditures for various sports.
 - Boys basketball brought in \$28,954.04 and spent \$28,217.40;
 - Girls basketball brought in \$10,003.30. Baseball brought in \$8,656.29 and spent \$6,173.45;

- Softball brought in \$11,009.20 and spent \$8,088.95;
- Cheerleading brought in \$29,207.58 and spent \$24,423.33; and shared breakdown
- Football brought in \$43,320 and spent \$41,743.73; and shared breakdown
- Advised will be working on a way to provide financial records to the membership in a legal and appropriate way (determine method that preserves confidentiality of payment-plan family/ Venmo's/Other platforms families send in funds)
- Shared IRS filing confirmation and tax-filing information for 2024 with members
- Discussed the need to update the bylaws to include financial operational governance
- Information that can be disclosed for the bylaws - This is not currently in the bylaws and acknowledge it should be, and while we review the bylaws, that is something we would like to include
- Pink Out Donation to Virginia Breast Cancer, check written for \$575.00
- Board Social Event Spending – there is none
- Large transaction purchases of \$500 or more the Athletic Director, Director of Sport and Treasurer are responsible

By-Laws:

- The amendment history shows the last revision date approved by the Association General Members was that of April 26, 2015
 - *Adopted by the Association General Membership on May 12, 2000*
 - *Revised by the Association General Membership on October 2, 2000*
 - *Revised by the Association General Membership on April 8, 2002*
 - *Revised by the Association General Membership on May 24, 2004*
 - *Revised by the Association General Membership on April 26, 2015*
- Athletic Director explained the difficulty in finding the 2015 bylaws
- Bylaws currently posted on SRAA website, are dated 2023. These bylaws were approved and put in place by a vote by six board members which is a violation of the bylaws. So, these 2023 bylaws are not our actual bylaws, and it's even recorded in the record of revisions, where you can see every previous revision says adopted by association, revised by the Association General membership, the last set of bylaws that was actually voted on by the Association general membership, is 2015.
- The bylaws contain instructions on how to revise the associations bylaws which state they are to be voted on by the general membership.
- If the association/board is to following the bylaws, the last version that was approved by the General membership as the bylaw states are those of April 26, 2015
- Discussion of putting together a bylaw committee that consists of members and directors therefore everyone is represented and members have a voice as well.
- Suggestion given when rewriting bylaws, look at Spring Run PTA bylaws as a reference. Those reflect:

- nominating committees on their committee to rewrite bylaws,
- ways to keep financial documents that can be used for the public and can also be private,
- to keep things private, people's names who are on payment plans.

Publishing of Meeting Minutes:

- Meeting minutes from 2025 and forward will be posted to the SRAA website for membership to review. Meeting minutes from 2025 needed to be revised to redact any and all confidentiality and these need to be approved by the board which will be taking place at our next scheduled board meeting at which time once approved will be published.

Board Members - Membership Fees:

- The determination of board members not paying dues was implemented well before anyone who currently sits on the board - unknown when this process started and this process continued as positions were changed. This was an incentive when you joined the board for your time and effort put in for being apart of the board and running program.
- The current board acknowledges this and moving forward the Board members will pay their membership dues same as each member pays when they become due and payable.

Meeting Attendance by Board Members:

- Per the April 2015 bylaws no required meetings to attend were implemented. Acknowledge that this is an item when revising the bylaws to reflect a certain required number of meetings each board member must attend in a calendar year whether it be virtual or in person.
- The 2023 bylaws that were incorrectly voted on by the board and not by the General Association Members included the member meeting requirement due to lack of board members attending meetings.

Communication Platform:

- Communication with members is done through Stack App. CBC requires baseball to use GameChanger

Cheer:

- Athletic Director is not taking the role of Cheer director, but between himself and the President they have actively been working to ensure the program is ready for the upcoming Spring season as far as registration/ contacting CCL to obtain guidance/ designing of registration flyers/ and spring uniforms and bows.
- An announcement was circulated regarding the vacancy of the cheer director, and board prior to meeting only received one response not so much as to an interest but inquiry about when the vote would take place

- Interested in filling this vacancy? Please let us know as soon as possible if you are or know of anyone interested in filling this position for its remaining term, or unfortunately Spring Run will not be able to offer a spring cheer season

Rosters:

- Directors manage coaches and must send to Athletic Director for approval prior to being submitted to each applicable league deadline.

Process when there are parent concerns:

- The by-laws (Article VIII) states that concerns move through a five-step Grievance Procedure in strict order:
 1. Parent → Head Coach (calm, not on the field, not in front of players).
 2. If unresolved → Sports Director.
 3. If still unresolved → Athletic Director.
 4. If not resolved → Written grievance to Vice President.
 Vice President must respond in writing within 10 days.
 The matter must be placed on the next board agenda.
 5. Board hearing with all parties present; Board questions and votes on a decision.

Who investigates complaints brought against board members:

- Allegations—whether against coaches or board members—fall under the same grievance process
- President Suggestion: Think about finding a process moving forward to address – maybe a committee to address

Grievances:

- A written grievance submitted to the Vice President must receive a written response within 10 days and be presented to the Board at the next meeting with all parties present. If this does not occur it would be a violation of Article VIII

Suspending of Coaches:

- The by-laws give the Athletic Director explicit power to suspend on temporary bases Head and/or Assistant Coaches for conduct not in compliance with the Articles or By-laws, Board of Directors - reviews and either preserves or reverses the decision.

Suspension Reversal:

- A reversal should be: entered into official minutes by the Secretary, and communicated in writing by the presiding officer (President/Vice President)

Current Terms of Officers and Directors:

- Officers (President, Vice President, Secretary, Treasurer) - Serve two (2) year terms beginning July 1 following the May election. No individual may serve more than two consecutive terms in the same officer position.

- Sport & Other Directors - Serve one (1) year terms beginning July 1. Also limited to two consecutive terms in the same director position.
- Vacancies - If any seat becomes open, the Board of Directors fills it with appointment for the remainder of that term
- Suggestion when revising bylaws to change the serving terms and allow members to choose if they wish to continue with that individual in a position or not for however long that individual is voted upon.

Nomination / Election Process / Who Votes/ Voting:

- **Nomination** - During the April Board Meeting (each year) the President appoints a nominating committee of at least seven members
The committee presents at the May membership meeting a list of nominees (maximum two per position). Additional nominations may be made from the floor at that May meeting.
- **Election** - All officer and director elections occur at the May membership meeting.
- **Voting Eligibility** - These are determined by “a majority of all members present.” Meaning, only those who are members in good standing and physically present at the May membership meeting cast ballots for officers/directors.
- **Qualifications** - To hold any seat:
 - The individual must be a member
 - Must live within Spring Run Elementary School district boundaries
 - Shall not hold a position in any other organization that conflicts with the Association purpose
 - President cannot be a head coach except emergency basis
- **Board Appointing:** If a board member walks out of their position, the board must fill that position as the bylaws state. It states that the Board of Directors shall fill the position by appointment. That appointment is only supposed to last for the remainder of that individuals vacated term.
- **How is someone deemed “suitable”?** A person of good character who can perform the duties consistent with Kids First and in compliance with the Association’s Code of Conduct and bylaws
- **Ensures fair and balanced voting.** - The by-laws state that the Board represents the membership and must receive membership input as policies are decided. A majority of the Board must be present to conduct voting on business.

Conflict-of-interest when board members are spouses:

- The by-laws include restrictions on holding positions on other organizations that conflict however the by-laws do not contain a standalone spouse policy

Established Policy on Member Conduct:

- The by-laws contain a formal conduct titled “Code of Ethics” (Article X) which applies to parents, coaches, players, and members of the Association. This section functions as the Association’s standing policy for behavior at all SRAA activities. In addition, Article II reinforces that all officers,

volunteers, and members must emphasize the “Kids First” purpose, making compliance with sportsmanlike behavior a condition of participation

- Suggestion of adding a clause in the by-laws to include any social media platforms

Future Plans for Moving Forward in 2026

- Involvement with members
- Improve transparency
- Put in place a bylaws committee consisting of members and directors to review/ revise current bylaws that include member’s input
- Completing the revisions of the bylaws for member vote in May meeting
- More member engagement with sports and association input
- Discuss the addition of board positions such as a Social Media Director
- Discuss committees to be established
- Move forward as a whole as one Board and Members together involving participation from all