

Navarre Youth Sports Association

8840 High School Blvd. Navarre, FL 32566 850-939-5202

Special Meeting February 19, 2025

- I. Call to Order 6:30
- II. Attendance:
- a. Kamila Di Terlizzi
- b. Mike Kennedy
- c. Alan Christopher
- d. Robbie Irvin-phoned in
- e. Lauren Fichter
- f. Lael Foshee
- g. Dan Baccarini
- h. Rachel Russell
- i. Chrissy Flanigan
- i. Jessica Grimm
- k. Jason Byars
- I. Sean Acosta

The following 14 allegations were presented in the documentation distributed at the beginning of the meeting:

- 1. Actions taken in relation to the Winter Festival planning and execution.
- 2. Unauthorized or inappropriate involvement in pickleball-related matters.
- 3. Removal of certain Board members from an internal communication group.
- 4. Defamatory statements allegedly made about Board members within a commissioner communication group.
- 5. Imposing a 72-hour requirement to add items to Board meeting agendas.
- 6. Conducting budget planning meetings without full Board knowledge or participation.
- 7. Stating that athletic fields could not be closed to the public without full Board discussion.
- 8. Engaging with outside entities (e.g., travel ball teams, pickleball groups) outside of official channels.
- 9. Using a non-approved registration system for the Fun Run event, and denying the treasurer/accountant reconciliation access.
- 10. Discussing how specific members on the board voted with members and staff.
- 11. Informing staff of intent to remove specific Board members for missed meetings, allegedly undermining them.
- 12. Approving use of the conference room by County probation offices without informing the Board of potential on-site arrests.
- 13. Posting a special meeting notice on Facebook without clarity or context, and disabling comments, in conflict with transparency expectations and Roberts Rules of Order.
- 14. Communicating to sports commissioners that the "old board" allegedly aimed to divert resources away from softball and other sports toward baseball and football.

Each allegation was reviewed in detail, with the Executive Board providing corresponding rebuttals, supporting documentation, and clarifying context. The following findings were established:

- Several allegations reflected misunderstandings or procedural decisions within the Board's existing authority.
- No credible evidence of misconduct, policy violation, or abuse of power was substantiated.
- Some issues highlighted a need for improved internal communication, but did not rise to the level of improper conduct.

Outcome: The Executive Board was cleared of all accusations.



Special meeting

6 messages

'Jessica Carbon' via NYSA Board of Directors <board@nysasports.com>

Sat, Feb 15, 2025 at 8:38 AM

Reply-To: Jessica Carbon <jcarbon2005@yahoo.com>
To: Chrissy Flanigan <box>
toard@nysasports.com>

Good morning,

Jason Byars, Lauren Judson, Robbie Irvin, Rachel Russell and myself, Would like to request a special meeting of the board of directors to discuss concerns about Executive powers being used inappropriately.

Please let me know when the board can meet.

Thank you, Jessica Grimm

Sat, Feb 15, 2025 at 9:29 AM

Good morning board members,

Per your request for a special meeting myself, the Vice President and the Secretary will be available today at 1030 AM at the NYSA gymnasium conference room.

Thank you,

Mike

Michael Kennedy NYSA President 8840 High School Blvd. Navarre, FL 32566 478-733-9806 [Quoted text hidden]

Chrissy Flanigan <crh6150@yahoo.com>

Sat, Feb 15, 2025 at 9:36 AM

Cc: Jessica Carbon <jcarbon2005@yahoo.com>, Chrissy Flanigan <board@nysasports.com>

Good morning,

I'm just seeing the email traffic and I'm not sure about anyone else, but I cannot be available with one hour notice on a weekend. I think that's a bit unrealistic and unreasonable.

Thank you,

Chrissy Flanigan Sent from my iPhone

sean.a.acosta@gmail.com <sean.a.acosta@gmail.com>

Sat, Feb 15, 2025 at 10:39 AM

To: Chrissy Flanigan <crh6150@yahoo.com>

I am also not available due to soccer. I recommend establishing a meeting sometime next week with a few days notice so that we can all be there.

- Sean

Sent from my iPhone

[Quoted text hidden]

Sun, Feb 16, 2025 at 10:27 AM

To: sean.a.acosta@gmail.com

Cc: Chrissy Flanigan <crh6150@yahoo.com>, Jessica Carbon <jcarbon2005@yahoo.com>, Chrissy Flanigan <board@nysasports.com>

Good morning,

Would you all like to meet before or after our board meeting next week? I can make myself available at any time. If you would like to meet on monday or Tuesday please let me know.

Thank you

Mike

Michael Kennedy NYSA President 8840 High School Blvd. Navarre, FL 32566 478-733-9806

[Quoted text hidden]

Fri, Mar 7, 2025 at 9:42 AM

To: Jessica Carbon < jcarbon2005@yahoo.com>

Cc: NYSA Board of Directors <board@nysasports.com>, Board VP <vp@nysasports.com>, Board Secretary <secretary@nysasports.com>, NYSA board treasurer <boardtreasurer@nysasports.com>

Good morning,

Can you email me the digital copy of the Agenda for the Special meeting that was held on Feb 19th?

Thank you,

Mike

Michael Kennedy NYSA President 8840 High School Blvd. Navarre, FL 32566 478-733-9806

Navarre Youth Sports Association

February 17, 2025

8840 High School Blvd. Navarre, FL 32566

Dear NYSA Board of Directors:

This meeting has been convened to address the misuse of executive authority by one or more members of the NYSA Board.

Since the commencement of the new board's term, decisions have been made without the full board's approval. Concerns regarding the lack of transparency were initially attributed to the transition of leadership. However, this pattern has persisted, leading to a troubling culture of power abuse and disrespect among members. Decisions have been executed with little regard for established procedures or input from the entire board. For instance, the Board President and Vice President have unilaterally disallowed field closures, imposed a 72-hour requirement for the inclusion of agenda items, and engaged with external groups without informing the board. Furthermore, there have been multiple instances of character attacks directed at board members, including insults during meetings and derogatory comments exchanged in a GroupMe discussion, which ultimately led to the removal of certain members from the group.

These actions demonstrated a notable disregard for the viewpoints of others. However, they were largely overlooked to allow us to progress and prioritize the association's best interests. Regrettably, new information has come to light that cannot be ignored, as it places our association in a precarious position.

Initially, it was conveyed to several members that the President and/or other executive board members were responsible for initiating the pickleball program at NYSA. It was stated that the groundwork for the proposal was conducted by NYSA, which included a meeting with the pickleball group at the gym. However, no other board members were informed of these developments. Following the board's decision to vote against the proposal, the county commissioner was overheard asserting that pickleball would still proceed at NYSA.

Recently, concerns were raised by members to the board regarding an individual in the community who began promoting a potential winter festival on social media. A current NYSA member inquired about the festival and received responses indicating that "NYSA was acting as the bank" for this event. I have attached the relevant correspondence and the promotional materials provided by the fundraising coordinator for your review. As illustrated, this event is still in the planning stages, and NYSA's name is being utilized to solicit funds. The individual managing the fundraising stated that "NYSA approved the festival" on the Thursday following the meeting in which this initiative was discussed and not approved.

These actions have been detrimental to our organization. Therefore, we request that all parties involved in undermining the decisions of the full board resign from their positions.

Sincerely, Jason Byars Lauren Fichter Jessica Grimm Robbie Irvin Rachel Russell

Executive Infractions

- 1. Winter Festival
- 2. Pickleball
- Removal of Board members from a communication group.
- 4. Defaming Board members in a commissioner's communication group.
- 5. Requiring 72 hours to add agenda items.
- 6. Having budget planning meetings without the full Board's knowledge.
- 7. Stating that fields cannot be closed to the public without Board discussion.
- 8. Working behind the scenes with potential entities, when the external organization is supposed to present their own case to the Board. (i.e. travel ball teams, pickleball groups)
- Using a non-approved registration system for the Fun Run without giving access to the treasurer or accountant for reconciliation purposes.
- 10. Discussing how specific members of the board voted with members and staff.
- 11. Discussing with staff that specific board members are not doing their job and that they are waiting for them to miss three meetings in a row so that they can be removed.
- 12. Agreeing to let the County use the conference room for Probation offices and not relaying to the Board that people could/would be arrested on site.
- 13. Posting a special meeting to Facebook when Regular meetings are not posted. Not clarifying to the membership what the meeting was called for and then turning off comments so no one could clear up the misinformation related to the softball program. Per Robert's Rules of Order, if notice of a special meeting is published, you must specify the purpose of said meeting, and no other business may be conducted.
- 14. Relaying to sports commissioners that the "old board" wants to divert resources from softball and other sports to baseball and football.



LinkedIn

https://www.linkedin.com

Tracy Sanford - Property Management - Beach Rentals at Navarre

Navarre, Florida, United States · Property Management · Beach Rentals at Navarre

Property Management at Beach Rentals at Navarre ·

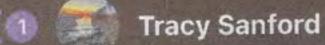
Experience: Beach Rentals at Navarre · Location: Navarre. View Tracy Sanford's profile on LinkedIn, ...

Missing: vacation | Show results with: vacation









Oh, wow. This sounds exciting! How will businesses be promoted during the event? Is there a marketing plan yet?
Will there be vendor tents?

What does "bank" mean? NYSA will be paying for the event? Will they receive all of the proceeds or will the businesses that help contribute also receive funds? Or is this a free event for the community!

I've coached at NYSA, who are you working with over there?

Thank you!

I'm still working, so I'm not really able to chat on the phone, I'm sorry

I have partnered with NYSA. All fundraising and sponsorships are going through them. I'm raising the money, giving it to them and they are writing the checks for vendors.

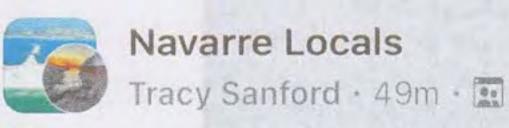
I just received approval for the event this morning. I'm currently working on sponsor packages. There will be a small entrance fee and that money will go to NYSA.

We will have vendor tents. I have partnered with a marketing firm (probono) to help. I met with them today.













Bringing a Magical Christmas to Navarre!



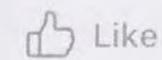
I've seen many people express interest in creating a big Christmas celebration for our wonderful town, and I'm ready to make it happen! If you're passionate about spreading holiday cheer and would like to be part of this festive project, I'd love your help.

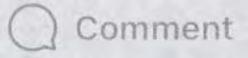
Let's come together to make this a truly special event for our community. If you're interested in getting involved, please DM me.

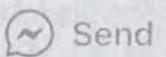
Looking forward to making this a magical season for Navarre!

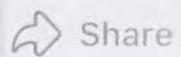
#NavarreChristmas #CommunitySpirit #HolidayMagic











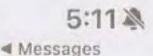
Team,

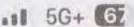
I received a request to add additional items to the agenda. In the future, please submit any agenda items that you wish to add to me at least 72 hours before our meeting.

Attached is the updated agenda.

Thank you,

Mike





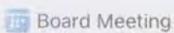




Commissioner Chat >









BOD meeting

NAVARRE YOUTH SPORTS ASSOCIATION



5:02 PM



Daemont Yates (Ky) - Basketball

There's a group of like 20 kids playing on the football field right now, doesn't look like a practice



Chrissy Flanigan

We know. They jump the fence apparently. We've asked for the fences to be locked.



Jessica Simpson-Cheer

They'll just jump the fences.



Daemont Yates (Ky)- Basketball

Yeah I watched them hop the fence, there's also a no trespassing sign posted... say something or let it go?



Mike Kennedy

Its a public park unless the field is under repair we really can't tell people to stay off of it.





Chrissy Flanigan

That's not accurate. We can lock the fields unless that is something new. We've always done it.



Rachel Russell

Little stinkers ... anything for some football 🏈 🧐







0

MT Michael tucker

Turn on the sprinklers? (kidding)

are tearing up the field. Espandally since we know it









Mike Kennedy

This is the only local park for kids to go to. Foot traffic or tire traffic? The person was 20 and from gulfbreeze that hit tiger point.

But we could totally adjust our sprinkler timers. Lol



Chrissy Flanigan

I think the gates being locked may deter that.



MT

Michael tucker

"Thanks to critical evidence obtained from surveillance cameras..." -Sheriffs Office



Mike Kennedy

I know. I'm working on better system.





Chrissy Flanigan

The issue is that the football field holds water for a long time. If they are out there in cleats then they are tearing up the field. Especially since we know it is happening daily.





5:55 PM

JB

Jason Byars

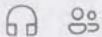
Mike Kennedy 5:08 PM

Its a public park unless the field is under repair we really can't tell people to stay off of it.

On the contrary. If there is a no trespassing sign posted and they jump the fence, call the law we can trespass them from the park. That is fuci. Done my research!







5:55 PM

JB Jason Byars

Mike Kennedy 5:08 PM

Its a public park unless the field is under repair we really can't tell people to stay off of it.

On the contrary. If there is a no trespassing sign posted and they jump the fence, call the law and we can trespass them from the park. That is a fact. Done my research!



If I catch them I will call Sherrifs dept.

MT

Michael tucker

This is starting to feel like a conversation best suited for a meeting vs a GroupMe chat IMO.

Jason Byars

Does this mean I can take a group of kids and go
to the soccer fields for a pickup football game?

It's a public park to, right?



Mike Kennedy

Yes

JB Jason Byars
Ok, that's good to know



Mike Kennedy

If there is a schedule practice you'll have to find another spot play.

JB 4 sure

Just work it around practice times.



Daemont Yates (Ky)- Basketball



+ Send a message







Daemont Yates (Ky)- Basketball

Michael tucker 5:57 PM

This is starting to feel like a conversation best suited for a meeting vs a GroupMe chat IMO.

I just wasn't sure how to handle the situation, apologies





Rachel Russell

Appreciate you looking out Coach Ky!!!

So what's the correct answer if people are on field?



Last read

JB

Jason Byars

If field is closed and no trespassing sign is posted.

Ask them to leave, if they don't, call Sherrifs dept
and have them trespassed





Commissioner Chat >







Board Meeting



Jasuli Lyais JB

If field is closed and no trespassing sign is posted. Ask them to leave, if they don't, call Sherrifs dept and have them trespassed

6:18 PM

MT

Michael tucker

Are we sure that's the precedent and reputation we want to set for the NYSA? If no damage occurs, do we want to be calling the Sheriff on neighborhood kids playing a pickup ballgame? If this same policy for someone wanting to practice hitting on field 6 or fly a kite on the soccer fields? I know I'm the 'new guy'. But seems like a 'dangerous' reputation to establish with the community.





Mike Kennedy

I'm lost for words and feel bad for this community.

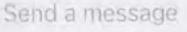




Chrissy Flanigan

The county doesn't pay for the maintenance anymore we do. There lies the problem. If they, the county, were funding the repair of the fields then that would be different. Is it fair to the members to pay for the maintenance when people come and play for free? If they are just a group of kids not doing damage or causing issues that's one thing but this has been a daily occurrence which tells me there is probably some organization to it?

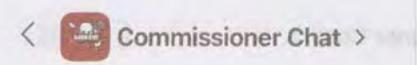
Who's paying when a fence gets broken? Who paying when a bleacher get smashed? Who's repairing sod when they play on a waterlogged

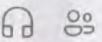




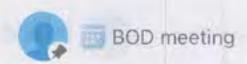












play for free? If they are just a group of kids not doing damage or causing issues that's one thing but this has been a daily occurrence which tells me there is probably some organization to it?

Who's paying when a fence gets broken? Who's paying when a bleacher get smashed? Who's repairing sod when they play on a waterlogged field? Who's paying when they tear down a goal post? We are.

And all of the things I've mentioned have happened, that's why I know.

MT Michael tucker

I'm not in the board, so my word carries no official weight, but I'd want to have some kind of 'official' voted/passed and posted policy with elected board backing before we start getting people trespassed.

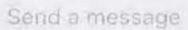
Officially trespassing doesn't come with stipulations (not a legal opinion). But I believe it is then a criminal offense to participate in our programs or set foot on the property.

This feels like something best debated at a meeting, and officially passed as a memo after legal opinion before we decide to involve the legal/law enforcement system.

1

Chrissy Flanigan

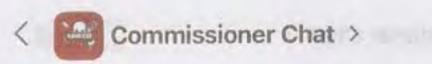
We don't/haven't ever trespassed anyone for just being on a field. But if we ask someone to leave and they refuse then what other alternative is there?

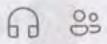


















unrissy Hanigan

We don't/haven't ever trespassed anyone for just being on a field. But if we ask someone to leave and they refuse then what other alternative is there?

If a dad and a kid are throwing a ball or having batting practice, no one is going to say anything. The issue is when you have a large group of unsupervised teens.



Alan Christopher

Is this really what we want our organization to be towards our community is the question in hand. A public area, the kids are just playing around and not doing drugs in a ditch somewhere.

Jason Byars
I get you Alan. But, if field is closed, gate is locked, and no trespassing sign is posted it is what it is!



Chrissy Flanigan

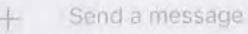
I know that some of these things seem trivial but they aren't. We can't afford to fix all of the things that get broken from kids being unsupervised. We've spent thousands on vandalism. If they want to use the field then do it the right way. We don't have employees who can sit out there and monitor them. Go to Gulf Breeze or Pace and every one of their fields get locked when not in use, except the turf field.

JB Jason Byars

We have to maintain our fields and if there is lot of rain that field gets torn up in a HURRY!

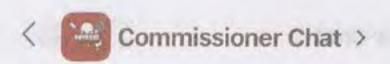


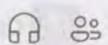
Alan Christopher













Chrissy Flanigan

I know that some of these things seem trivial but they aren't. We can't afford to fix all of the things that get broken from kids being unsupervised. We've spent thousands on vandalism. If they want to use the field then do it the right way. We don't have employees who can sit out there and monitor them. Go to Gulf Breeze or Pace and every one of their fields get locked when not in use, except the turf field.

JB Jason Byars

We have to maintain our fields and if there is lots of rain that field gets torn up in a HURRY!



Alan Christopher

I get the field maintenance, but also look at the alternative of what else they could be doing.



JB

Chrissy Flanigan

They can go to the open areas - there are several. It's not that anyone wants to turn kids away, it's that we are responsible for the repairs.

Jason Byars

Alan Christopher 6:34PM

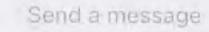
I get the field maintenance, but also look at the alternative of what else they could be doing.

I get what you are saying and there is the whole area out there behind field 5 for pick up games



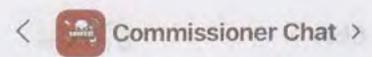
Alan Christopher

The people have nowhere else to go anymore, we kick them off of everything we do anymore. The only alternative is for them to sit in a parking lot and overdose on drugs. We are the ones creathe problems for our youth.















JB Jason Byars

We have to maintain our fields and if there is lots of rain that field gets torn up in a HURRY!

Alan Christopher

I get the field maintenance, but also look at the alternative of what else they could be doing.



Chrissy Flanigan

They can go to the open areas - there are several. It's not that anyone wants to turn kids away, it's that we are responsible for the repairs.

JB

Jason Byars

Alan Christopher 6:34PM

I get the field maintenance, but also look at the alternative of what else they could be doing.

I get what you are saying and there is the whole area out there behind field 5 for pick up games



Alan Christopher

The people have nowhere else to go anymore, we kick them off of everything we do anymore. The only alternative is for them to sit in a parking lot and overdose on drugs. We are the ones creating the problems for our youth.

JB Jason Byars

Last year we had kicked off sprinkler heads, broken goal post, graffiti on bleachers and press box, broken gates and top fence post on fence just to name a few



Chrissy Flanigan

Let's have this conversation in person.



6:39 PM



Send a message

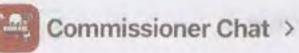




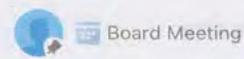
















Alan Christopher

Please, I want to have good kids around. But kicking them off of fields create a grievance towards us. That's when the problems start towards our fields.

They are just kids being kids just like we all were.



Jennifer Mueller Softball Commissioner

I'm a newbie so forgive me if this seems trivial but are there surveillance cameras on the fields at all? GB fields are not locked, they are open for kids and adults to play as long as they are not reserved by teams. The community center does have cameras to see who and what is happening at the fields. Is this an option if not already in place?





Chrissy Flanigan

We had several cameras before, but when we were vandalized, they were vandalized as well. The County said that they brought some in, but we were never told where they were put or shown any footage from them.



Michael tucker

This feels like a Board of Directors decisions vs us (me) unelected Commissioners decision...the kind of thing the in-person meetings are for.....



.

Jason Byars

You're right. We will take this up as a board. Thanks for your inputs.



JB

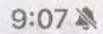
Mike Kennedy

Send a message

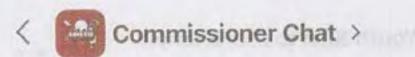




0

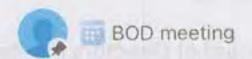


■ Found It!









1

Chrissy Flanigan

We had several cameras before, but when we were vandalized, they were vandalized as well. The County said that they brought some in, but we were never told where they were put or shown any footage from them.

MT Michael tucker

This feels like a Board of Directors decisions vs us (me) unelected Commissioners decision...the kind of thing the in-person meetings are for......

4 1

JB Jason Byars

You're right. We will take this up as a board. Thanks for your inputs.



Mike Kennedy

I'll be at nysa for the next hour if anyone wants to talk.

9:07 PM



Mike Kennedy

After some thought, this groupme channel is for communication between the executive board members and the commissioners. Nothing personal towards anyone, but tomorrow morning, I will remove anyone who does not fit those two categories.

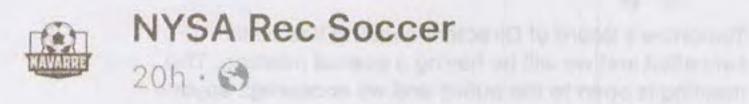
Thank you and have a good night,

Mike Kennedy NYSA President

Send a message





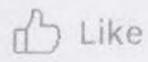


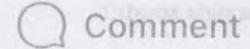


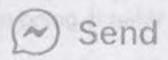
Navarre Youth Sports Association

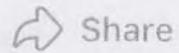
20h · 3

Tomorrow's Board of Directors meeting has been cancelled and we will be having a special meeting. This meeting is open to the public and we encourage anyone who wants to attend to do so. The meeting will be at 6:30 at the NYSA at 8840 High School Blvd in the conference room.













Navarre Youth Sports Association

20h · 🕙

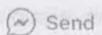
Tomorrow's Board of Directors meeting has been cancelled and we will be having a special meeting. This meeting is open to the public and we encourage anyone who wants to attend to do so. The meeting will be at 6:30 at the NYSA at 8840 High School Blvd in the conference room.

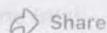
Boost this post to get more reach for Navarre Youth Sports Association.

Boost post

Give Stars to Navarre Youth Sports Association. Edit









9 shares

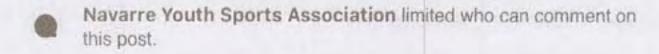
Most relevant ~



Angelica Mallin Snyder Is there an agenda?

20h Like

70





We encourage all parents to attend this meeting. If you would like to see our program continue to grow please go and support our President and Vice President who have dedicated so much to our girls.



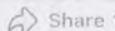
Navarre Youth Sports Association

20h 3

Tomorrow's Board of Directors meeting has been cancelled and we will be having a special meeting. This meeting is open to the public and we encourage anyone who wants to attend to do so. The meeting will be at 6:30 at the NYSA at 8840 High School Blvd in the conference room.









3 shares

Most relevant ~



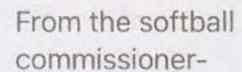
Cindy L Stephens
What is it concerning please?

20h Like



Cindy L Stephens
What is going on with the girls sports?

20h Like



Coaches: tomorrow is a special board meeting at 6:30. I'd like everyone to be there if possible- invite parents to attend.

Apparently there is motion from certain board members to remove Mike and Alan because they are trying to make good changes to the NYSA program instead of just focusing on the already thriving programs.

Long story short, people are trying to divert more resources to baseball and football and less to softball. So the invitation to show up tomorrow and support the girls is open to everyone

