

BENTON BUCKS CONSTITUTION

1) MISSION

Benton Bucks is an organization of homeschooling parents who are dedicated to providing a character building competitive team sports experience for their children. The name "Benton Bucks", or any designation that includes that name, is the sole proprietorship of the Benton Bucks Board of Directors, and cannot be used by individuals for actions that are outside of its jurisdiction.

2) LEADERSHIP STRUCTURE

Benton Bucks is governed by a Board of Directors, operating in accordance with the Benton Bucks Constitution. The Board is supported administratively by appointees of the Chairman of the Board. This entity is described in Section 2A2. Each team within the program operates under the leadership of the head coach, who is accountable to the Board. Teams are supported by appointees of the head coach. Appointees are directly accountable to those who appointed them, and ultimately to the Board. This entity is described in Section 2B.

2A) Board Of Directors: The Board is both a governing body and a support and accountability group for coaches. The Board consists of a chairman, a head coach for each team, and a parent representative. All Board members must be men. Members must be elected or re-elected on an annual basis. The last order of business for each season's Board is to elect the next season's Board. Candidates may nominate themselves to the Chairman, or nominations may be made to the Chairman with the nominee's approval. A qualified individual may occupy more than one position, but there may be no less than three Board members at any time. See Appendix B for details of Board operation.

2A1) Board Of Directors Members

2A1a) Chairman: Board Chairman candidates must have a minimum of one year of participation as a coach or Board Support Personell. The Board Chairman is responsible for calling and moderating Board meetings. He is responsible to enforce the Benton Bucks Constitution, and oversee the general operation of the program. He is responsible to promote and ensure collaboration and accountability between coaches. He must also be accessible to all program members for conflict resolution purposes.

2A1b) Head Coaches: Head coach candidates should have one year of coaching experience with the Benton Bucks as an assistant coach. Anyone not meeting this criteria must be unanimously approved by the Board of Directors to serve as a head coach. Due to the discipleship and

mentoring role of the head coach, it is preferred that head coaches be high school graduates who are at least 24 years old, who are married with children, and are members in good standing of an evangelical church. Any head coach who does not fall into this category may, at the Board's discretion, be required to be accompanied at all Bucks events by a parental supervisor.

2A1c) Parent Representative: The parent representative must have a son currently on a Bucks team, and may not be a current coach.

2A2) Board Support Personnel: Any position deemed necessary for the functioning of the general program may be appointed by the Board Chairman, with the approval of the Board.

2B) Team Leadership: Benton Bucks has boy's teams for a variety of ages and skill levels. Each team is led by one head coach and one assistant coach. It is important that players and their parents understand who is in direct authority over the team at all times, and it is incumbent upon the head coach to communicate this.

2B1) Head Coach: The head coach should be dedicated to providing leadership that encourages Christian character. The head coaches must be accessible to their players and the players' parents, to members of the Board, and to program administrative personnel. The head coaches have the liberty and full authority to make independent decisions regarding the management of their team. The head coach is accountable to the Board for all of his actions that pertain to his involvement in the program. The Head Coach is expected to inform the Board Chairman of any problems that arise with his team and keep him informed of the resolution process.

2B2) Assistant Coach: Assistant Coaches are appointed by a currently serving Head Coach, with the approval of the Board Chairman. Teams may have more than one Assistant Coach. Assistant Coaches must be male, and it is preferred that they are adults who have a son participating in the program. Assistant Coaches are expected to attend their team's games and Board meetings. The primary purposes for the Assistant Coach position are support and accountability for the Head Coach, and the development of potential future Head Coach candidates. If the Head Coach of any team has not submitted for approval an Assistant Coach candidate by the first regular season game, the Board Chairman has 30 days to appoint an Assistant Coach for that team. The circumstance of any team continuing beyond 30 days from the first game without an Assistant Coach must be approved by vote of the Board.

2B3) The Role Of Parents: Parents are defined as biological or adoptive parents, legal guardians, or those who have legal custodial rights at the time of any given Benton Bucks team event. Coaches are expected to collaborate with and respect the desires of parents regarding the expectations of their sons within the context of team events. Parents, in turn, are expected to allow

coaches to lead team events as they see fit.

3) PLAYERS

3A) Eligibility: Benton Bucks players must be of the male gender, and homeschooled according to the definition of a homeschooled athlete described by the National Christian Homeschool Basketball Championships (NCHBC). See Appendix A for age requirements for each team and the NCHBC "Homeschooled Athlete" definition.

3B) Team Membership: The Head Coach has the responsibility for player membership on the team and playing time in games. The Head Coach will take into consideration factors such as attitude, competence, availability to participate in team events, and physical skill and ability. The process of determining acceptance to the team is at the discretion of each Head Coach, and he must advise potential players and their parents of this process prior to making final decisions regarding team membership.

3C) Registration

3C1) Fees: All players must remit the required registration fee before being eligible to play in regular season games. Current Head Coaches and the Board Chairmen are not required to remit registration fees for their sons.

3C2) Insurance: All players must independently purchase insurance coverage through USSFA before being eligible to play in games. Each Head Coach will provide forms and instructions.

3C3) Other Forms: A parent or legal guardian of each player must sign the provided Benton Bucks Medical Release and Liability Waiver form before a player is allowed to participate in Benton Bucks activities.

4) CONFLICT RESOLUTION

Effort should be made by anyone who has a conflict with another participant of the Bucks basketball program to resolve the issue between themselves (See Matthew 18:15). It is considered appropriate to first consult with a spouse, parent, or direct supervisor before expressing disagreements. If either party is unhappy with the outcome they may bring the issue to the chairman of the Board for his consideration. He may, at his discretion, bring the matter to the board if the situation cannot otherwise be resolved.

4A) Disputes With Coaches: If a player or parent disapproves of an action taken by, or a decision

made by a coach, the player or parent must first communicate their disapproval privately to that coach. If the individual who initiates the complaint is not satisfied with the resolution offered privately by the coach, and wishes to further articulate their concern, they may then contact the coaches' direct superior with their complaint (Assistant Coach complaints go to Head Coaches, Head Coach complaints go to the Board Chairman). They will then determine whether further action should be taken, which may include personal engagement of the issue, or bringing it before the Board, or both. Inappropriate actions of coaches that occur outside of the context of the program may also be considered by the Board, only if the Board Chairman determines that such actions may substantially impact the program. It is incumbent on the Head Coach of each team to make sure that everyone under his jurisdiction is aware of the conflict resolution process. In the event that a parent feels that a disagreement with a coach cannot be deferred until a private meeting can be arranged between the two of them, the parent may, without explanation, remove their child from the event, or activity within the event, without automatic penalties being assessed to the player. In the event of such a removal, it is incumbent upon the parent to immediately pursue a private interview with the coach to address the concern.

4B) Disputes Between Players: Parents and coaches should encourage players to address and resolve conflicts Biblically. The first step is to go to the other player privately and raise the issue in a spirit of reconciliation. If the issue cannot be resolved between the players, the player should take the concern to his head coach.

5) FINANCES

The Board is to oversee the funding activities and financial management of the program. Any surpluses are to be retained for future program expenses. Any financial shortfall that occurs at any time is the responsibility of the Board. The shortfall will be resolved by equal personal contributions made by each Board member. Financial shortfalls may be reimbursed to Board members with program funds that are collected subsequently. All receipts and expenditures must go through a designated account that is unique to the Benton Bucks program. Regular financial reports must be submitted to the Board for review (see Appendix B, section 8). All funds received into the Benton Bucks account, whether generated by fundraising, fees, or donations, are considered to be the property of the Benton Bucks program, the use of which is entirely at the discretion of the Board. Individuals who contribute resources are considered to be making a donation to the program, and may receive no tangible benefit, or elevated degree of influence in return.

6) EVENTS

Benton Bucks events are defined as events that are coordinated and directly supervised by current Head Coaches or the Board Chairman. Any event that involves program participants, or involves similar

activities, but is not directly overseen by men holding these positions is not affiliated with the Benton Bucks.

6A) Scheduling & Oversight: It is recommended that one individual, appointed by the Board, work with each Head Coach to coordinate the scheduling efforts for the program. This will guard against internal confusion and conflicts, and will help maintain good relationships with outside entities interacting with the Benton Bucks program.

6A1) Program Events: Events such as fundraisers or social gatherings that pertain to the program as a whole, are the responsibility of the Board Chairman to coordinate and supervise. Supervision of program events may be delegated to a current Head Coach.

6A2) Team Events: It is the responsibility of each Head Coach to oversee the scheduling and supervision of events that pertain to his team. These necessarily include games and practices for the regular season, and may also include events such as off-season practices, and structured or informal get-togethers for families of team members. Head Coaches must work in collaboration with the Board when scheduling events that require program funding.

6B) STANDARDS OF BEHAVIOR

6B1) Any behavior that is condemned in Scripture will not be considered acceptable at Benton Bucks events.

6B2) Head Coaches have the authority to set and enforce their own team rules. Before a coach enforces a penalty, he must first have clearly communicated the rule and its consequence to the player(s).

6B3) "Negative cheering" such as booing, jeering or specific attempts to distract opponents, while generally acceptable in secular sports settings is highly discouraged at Benton Bucks events.

6B4) The highest level of authority at a game is the Umpire, or primary referee. He is delegated by the entity who pays him to exercise impartial jurisdiction over the contest and moderate the environment in the gym. This gives him the right to make demands of coaches, players and fans alike. Standards of behavior that are set by individual referees at individual games automatically become the standards of behavior expected of participants in the Benton Bucks program. If a Head Coach believes that actions of a referee are immoral and intolerable, the Head Coach must forfeit the game, thus ending the jurisdiction of the official.

6B5) The only person who has the right to express disagreement with a referee in a public

manner during a game is the Head Coach of the game that is in progress. Players may respectfully ask questions during breaks in the action.

6B6) Recognizing the fine line between too much emotional demonstration and not enough, and further recognizing the uniqueness of each situation, it is impossible to declare objective standards for sideline behavior for Head Coaches outside of moral standards such as the use of profanity or physical threats. While anyone may directly question a head coach in private concerning his behavior, it is ultimately the responsibility of the currently serving Benton Bucks coaches, overseen by the Board Chairman, to actively engage in mutual accountability regarding sideline behavior and the proper use/control of emotion.

APPENDIX A

PLAYER AGE REQUIREMENTS

Elementary (E):

Players younger than 9 years old can be considered eligible. For 12U (12 and under) events, players must have been 12 or younger on Sept 1 prior to the season. For all other events that are not specifically designated as 12U by the event host (usually these events are designated as "5th / 6th grade"), players must be 12 or younger at the time of the event. At the discretion of the Head Coach, players may be accepted on the E team who will turn 13 during the regular season, with the understanding that they will not be eligible for events that are not specifically designated as "12U" after they turn 13.

Junior High (JH):

Players younger than 13 can be considered eligible, but if such a player is also eligible for the E team, and plays for more than half of an average JH game, the same player may play for no more than 12 minutes in E games. For 14U (14 and under) events, players must have been 14 or younger on Sept 1 prior to the season. For all other events that are not specifically designated as 14U by the event host (usually these events are designated as "7th / 8th grade"), players must be 14 or younger at the time of the event. At the discretion of the Head Coach, players may be accepted on the JH team who will turn 15 during the regular season, with the understanding that they will not be eligible for events that are not specifically designated as "14U" after they turn 15. JH players may not play in Varsity games.

Junior Varsity (JV):

Players younger than 15 can be considered eligible, but if such a player is also eligible for the JH team, and plays for more than half of an average JV game, the same player may play for no more than 12 minutes in JH games. For 16U (16 and under) events, players must have been 16 or younger on Sept 1 prior to the season. For all other events that are not specifically designated as 16U by the event host, players must be 17 or younger at the time of the event. At the discretion of the Head Coach, players may

be accepted on the JV team who will turn 18 during the regular season, with the understanding that they will not be eligible for events after they turn 18.

Varsity (V):

Players may be members of the V team if they are any age under 20 by March 31 (the end of the season), and have not graduated from high school. Players must be living at their parent's home and involved in parent-directed educational activities. If a V player is younger than 9th grade, he may not also play on the JH team. Players may not play for more than a total of five (5) quarters between JV and V games on any given game day. For 18U (18 and under) events, players must have been 18 or younger on Sept 1 prior to the season. For all other events that are not specifically designated as 18U by the event host, players must be 19 or younger at the time of the event. Due to the large proportion of V events that are 18U events, team membership may be denied a prospective player who is 19 on Sept 1, at the discretion of the Head Coach. Age eligibility for specific events can be determined by each specific venue, and the Benton Bucks must conform to these standards within the context of these events, if different than the stated Benton Bucks eligibility standards. Grade classifications are determined on Benton Bucks rosters by age, and not by academic level. 12th grade is considered the span of time between September and April in which the student is 19, but does not turn 20. Grade levels will not be changed as a result of intent to graduate. Players who graduate with eligibility left will be considered to have graduated early, and will no longer be eligible to play for the Benton Bucks.

Definition of Homeschooled

The Benton Bucks program recognizes the National Christian HomeSchool Championships premise and definition of a HomeSchool Student Athlete as the guiding document for eligibility into the Bucks program. It is provided here for convenience as taken from the NCHBC website in May of 2014.

NCHBC Home School Student-Athletes

National Christian HomeSchool Championships are designed to provide top-quality tournaments for HomeSchool Student-Athletes. There are a series of eligibility rules that are designed to ensure that every participant is a HomeSchool Student first and an athlete second. As HomeSchool sports continue to grow, it is the NCHBC's desire to make sure that the teams that participate in the HomeSchool division of the of the NCHBC tournaments do not have a resemblance of AAU-type teams or all-star-teams. These

rules are not only meant to keep the playing field level at the National Tournaments but are also designed to protect the reputation of HomeSchool teams on a national and local level.

Note: The following rules apply to both the National Championships and NCHBC-sanctioned Regional Tournaments.

Definition of a HomeSchool Student-Athlete

"Homeshooling" is defined to mean that a student's education is parent-directed. As such, the parents shall be involved in their child's education by assuming the role of principal or headmaster, thereby (1) setting the date and requirements for high school graduation, (2) selecting and approving course materials and study schedules, and (3) selecting tutors, correspondence courses, videos, computer courses, and similar resources for their child's education. HomeSchooling would also include the person of legal responsibility of the student filling the role of a parent (see below).

The Role of Outside Institutions

College Classes

It is understood that a student may have the opportunity to take dual-credit college courses, particularly in his/her junior or senior year. The NCHBC encourages such enrollment by HomeSchool students, and the definition above shall not be construed to mean that such students are not homeschooled if the participating college admitted the HomeSchool student as a high school student. However, the student may not take enough courses to be deemed a "Full-Time Student" by the college or university. Additionally, the student must maintain at least 51% of his/her education from classes that meet the homeschooling definition.

Private and Public Schools

Full-time enrollment in a traditional public or private school is not homeschooling because the child's education in such schools is not parent-directed. A player that attends a private, public, charter, or university-model school full-time is not eligible in HomeSchool divisions. For part-time students at these

types of schools, the student must maintain at least 51% of his/her education from classes that meet the homeschooling definition.

Coop and Umbrella Schools

The participation in a cooperative school, and/or an umbrella school can create some questions. In some states, "HomeSchool students" are required by law to attend a private school and, in such cases, cooperative or umbrella schools are formed for this purpose. These schools, whether called cooperative, umbrella, or "private, " are characterized by significant and direct parental involvement, often simply representing different forms of homeschooling within a group of like-minded families. In such cases where the student-athlete meets the definition of HomeSchooling and is involved in a coop and umbrella school, he/she is deemed eligible by the NCHBC.

Vocational Classes

In some states, "HomeSchool students" are permitted to take classes at vocation schools. A student may take classes at such schools as long as he/she maintains at least 51% of his education from classes that meet the homeschooling definition.

51% Rule

For clarification purposes, a normal course load for a full-time student is six (6) core courses, therefore, if a student-athlete is taking more than three (3) courses at a public, private, vocational, or college institution, he/she is not considered 51% homeschooled. If there are special circumstances, a student may apply for a hardship exemption.

APPENDIX B BOARD OF DIRECTORS MEETINGS & PROCEDURES

1) MEETINGS

1A) Board meetings are to be called, arranged and moderated by the Board Chairman.

1B) All Board members must be available for regularly scheduled, and called meetings. Assistant coaches are encouraged to attend. If unable to attend, members must notify the Chairman in advance. Members may appraise themselves of the issues, and cast absentee votes in advance to the Board Chairman.

1C) Locations of meetings must be arranged by the Board Chairman and can include the home of a Board member, unless impeachment of that member is up for consideration, or any neutral location that is within the geographical area within which Board members live. It is appropriate for facilities to be rented for the purposes of Board meetings with the use of program funds.

1D) There must be at least four (4) yearly regular Board meetings. The dates for these meetings for the upcoming season must be announced by the Board Chairman no later than September 1. One of these meetings must be a pre-season meeting for the purpose of approving the new budget and confirming schedules, leadership positions, and other program arrangements. Another meeting must be a post-season meeting at which issues of the finished season are resolved and the process of the election of new Board members is initiated.

1E) Minutes must be taken at all meetings, by an individual who is appointed by the Board Chairman. Minutes must be kept in a notebook or binder that will reside in the possession of the sitting Board Chairman. Minutes for each meeting must include date, time and location of meeting, members present, matters discussed, and decisions made. It is the responsibility of each member to follow through on assignments that are verbally delegated to them at meetings.

1F) Called meetings occur: as needed, by requirement of the Constitution, or at the discretion of the Board Chairman. Called meetings may be no more frequent than two (2) weeks apart. At least five (5) days' notice must be given to all Board members before called meetings, and an opportunity must be given to members who are unable to attend to be appraised of the issues and cast an absentee vote.

2) ELECTIONS

2A) Each candidate that comes up for consideration will have an opportunity to answer any questions that other Board members may have for him. The candidate will then leave the room, and opportunity for further discussion among the voters will be allowed. All candidates do not have to be present to be voted on, but they must be given the opportunity to be present (at least 5 day's notice). Board members must be elected by at least a majority vote.

2B) If all Board positions have not been installed by July 1, an emergency meeting must be called

by the sitting Board Chairman, for the purpose of establishing a strategy for going forward. This meeting must occur no later than August 1. If this meeting does not result in agreement on a plan to resolve the leadership gaps, the Board Chairman must immediately make a general announcement to all program participants (of the most recent season) that describes the need. If a chairman is not elected by September 1, the program must immediately be dissolved. If any head coach is not elected by October 1, the team must be cancelled for the current season. |

3) IMPEACHMENTS / TERMINATIONS

3A) BOARD MEMBER: Any elected Board member may be removed at any time by a majority vote of the Board. A Head Coach may call a Board meeting and a vote only in the event of the consideration of the impeachment of the Board Chairman.

3B) BOARD CHAIRMAN: In the event of a Board Chairman being removed, the varsity Head Coach, or if the Varsity Head Coach is the Board Chairman, the Head Coach of the JV, JH, or E teams, in that order becomes the interim Board Chairman for a 30 day period. The interim Board chairman must call a board meeting to elect a new Board Chairman.

3C) HEAD COACH: In In the event of a Head Coach being removed, the assistant coach automatically becomes the interim head coach for 30 days. The Board has 30 days to approve either a replacement, or a plan for going forward. If, after this 30 day period, agreement on a replacement or an alternate plan cannot be agreed upon, the Board Chairman must, in the event of a head coach vacancy, cancel the team for the remainder of the current season, and notify all parties effected.

3D) An assistant coach may be removed by the same process by which they were installed. A Head Coach may dismiss an appointee with the approval of the Board Chairman, followed by immediately informing all Board members. The Board Chairman may dismiss an appointee with the approval of the same Board member who originally confirmed the appointment.

4) CONSTITUTIONAL AMMENDMENTS

Any temporary exception or permanent revision to established policy, as described in the Benton Bucks Constitution, must be approved by a 60% majority vote of the Board, and requires the vote of every current Board member.

5) DECISION MAKING

5A) Decisions other than elections, impeachments, or constitutional amendments that require approval of the Board will be ratified by a simple majority vote of assembled Board members. Votes may be taken by voice vote, at the discretion of the Board Chairman.

5B) In the event of a tie, the Board Chairman is allowed an additional tiebreaker vote.

5C) Any consideration not receiving majority approval by vote may be voted on again, at the discretion of the Board Chairman, within no more than 30 days, or whenever each Board member agrees that they are ready to take a re-vote. A re-vote may be forced without the approval of the Board Chairman by a written petition to that effect, signed by at least half of the sitting members of the Board, and submitted to the Chairman.

6) CONFLICT RESOLUTION

6A) Robust debate among leadership is healthy and should be invited. While the process of establishing consensus reduces the efficiency of the leadership process, it generates good policy if each member contributes unique input. It is important that debate between Board members be confined to Board meetings, and disagreements be addressed and resolved within that context.

6B) Any Board member who wishes to express dissent of a decision that has been approved by Board vote may be given no more than five (5) minutes to speak his dissent at a called Board meeting, and may make an appeal for a re-vote. After a dissent is expressed, time must be provided for other Board members to ask questions of the dissenter, but answers may be limited to five (5) minutes. A re-vote may or may not be taken, at the discretion of the Board Chairman. Any such dissent expressed to anyone, besides his spouse or the Board Chairman, outside of a properly called Board meeting, will nullify his request for a re-vote or an opportunity to further speak his dissent.

6C) Board members given to expressing dissent of Board decisions outside of the prescribed manner, or expressing the nature of Board disagreements outside of Board meetings may be considered for impeachment, if such behavior continues after a private, direct rebuke from the Board Chairman.

6D) All complaints communicated to the Board Chairman must be reported by him to the Board by the next regularly scheduled Board meeting, accompanied with a description of the resolution that was arrived at, and an opportunity for discussion or further questions.

6E) Any elected or appointed Board member may resign at any time, but must continue to perform duties necessary for the functioning of the program for at least 30 days, and must cooperate with the Board's efforts to install a replacement during that period.

7) REQUIRED FINANCIAL REPORTS

7A) Pre-season budget proposal: This is due on September 1, and must include a forecast of expenses and a proposal for generating necessary revenue for the fiscal year beginning Sept 1. This proposal must be approved by vote of the Board.

7B) Mid-season report: This report is due by Dec.1 (by this time, most of the revenue will have been collected, and most regular season events will have been confirmed), and must include a report of the actual revenue that has been generated, and any modifications to the original expenses forecast. In the event of an apparent shortfall, recommendations for its resolution must also be presented. If substantial changes to the originally approved budget are required at this time, or any time, they must be approved by vote of the Board.

7C) Post-season report: This report is due by March 1, or at the end-of-season Board meeting, if later than March 1. It must include a detailed accounting of all receipts and expenditures for the regular season, and a report on the status of the account.

8) PROGRAM DISSOLUTION

If a program dissolution is mandated by the Constitution, or by vote of the Board, the current Board Chairman must immediately resign, make a general announcement that dissolves the program, cancel all accounts specific to the program, and resolve the program finances. Any shortfall that exists, after all program financial obligations have been met, is the responsibility of the Board. Any surplus that exists at dissolution is to be immediately donated to a charitable, non-profit organization designated by the board.