



Christian Athletic League of America
Policy and Procedural Manual

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I. Introduction

This policy and procedural manual has been developed and adopted by the Christian Athletic League of America's board of directors and constitutes all aspects of the league from league and team management to game rules to safety protocol. The document is reviewed annually and updates will be made available as they are required. The expectation is that all players, team personnel and officials will defer to this manual for league business.

Originally known as the Christian Football League of Michigan, the league came into existence, initially for meeting the needs of homeschoolers, but along with this was a belief God wanted to use football to build young players into real Christian men, men who did not look for their own desires, but would find their worth in contributing to something bigger than themselves. The gospel message in the words of Dietrich Bonhoeffer was, "When Christ calls a man, he bids him to come and die." We are trying to create a movement through the game of football that will bring the Church, the body of Christ, to vibrancy. If His church is to be renewed, it will start with young men with a passion for Him.

So our goals are to expand to every community, recruit godly men to coach our teams, drive families together through courageous actions...reach out to the lost, through the common interest of athletics. By God's grace using athletics in America; indoors and outdoors; spring, summer, fall and winter, as His grace allows. If you love Christ and enjoy athletics, this is the league for you.

II. Steps to Building a Team – The Beginning

Start with a core of 4 players committed to wanting to build a team. Start workouts with passing drills, form running, some scrimmaging. Start twice weekly workouts to run, throw the ball. Work on specifics, throwing and receiving fundamentals, stances, etc. Progress to running slant routes, quick out and flag routes; this is all information we can provide you.

Prayerfully ask the Lord to give the boys five others to invite, and challenge the boys to pray for five other to invite. Do not give in to them saying, "coach I don't know anyone" or "I asked one kid and he wasn't interested". Keep pressing them to just pray and believe. If each of the four can find just one each, you are at 8 and if those eight can find just one more each, you are at 16 and so on.

Give kids words of encouragement and faith. As more kids join your workouts, praise God and point out to the kids how God is working and spur them on to keep praying for the team to be built.

Allow kids to come to workouts even if they are not committed to joining. A lot of kids get hooked by having the opportunity to play around for fun.

Try to get bulletin announcements placed in church bulletins.

Contact existing league teams to see if they will bring an equal number of players by to scrimmage 7 on 7. Be committed for the long haul.

Everything must be bathed in prayer and it must be a walk by faith. The Lord established CALA because 7 coaches worked and never gave up, trying to form their team.

Always remember, your team is forming so young men might become leaders and servants like Christ. It is not about football. So press ahead in faith; knowing Christ wants young men to passionately follow Him.

III. Head Coach/Coaches/Volunteer Staff

Missionary Coach Responsibilities

To coach in CALA, you need to know you are more than a football coach. You are a MISSIONARY coach, pointing young men to follow Christ with passion and dedication. As a MISSIONARY coach, you represent both the Lord Jesus Christ and the Christian Athletic League of America.

As a MISSIONARY coach, you are required to build a team of support for your program, including prayer partners for your players, and your leadership, as well as raise funds needed to support your team.

As a MISSIONARY coach you are asked to renounce your passion toward winning and having your way, and instead dedicate yourself to asking what God wants from your team. You are to model Christ-likeness and bring the Scriptures to bear everyday as you meet for practice, meetings and games.

As a MISSIONARY coach you are expected to present periodic ministry updates to your home church and your prayer and financial partners.

Coaches Agreement

The missionary coach is an important part of this ministry. Much like a player needs to follow the lead of the head coach; this league will not function well if the head coach will not follow the lead of the league. We need a commitment of full cooperation from each and every coach. The league is committed to do its part to attempt to follow Christ for the benefit of as many as possible. We have no interest in who wins; we want all teams to have a good chance at some level of success. Not everyone can win or win equally, but we want every team, even if they can't win a game, to find themselves improving and having a chance in some games. We will make every attempt to keep roster sizes somewhat equal and attempt to expand to multiple teams in a specific area when teams become too large.

The missionary coach must work toward exemplary behavior. He must be a good leader for the entire program. With additional help we provide, each team should have a positive experience.

Each coach and volunteer will be required to have a background check done prior to appointment.

We, as coaches, have been given the awesome opportunity and responsibility of teaching and working with teenage boys at a critical time in their lives. These boys are special, as they have been given to us by God to forge Christian manhood while learning to play the game of football. There are so many life lessons that the game of football teaches us and there is a special bond created between coaches and players. We, as coaches, will impact our players either for good or bad. On and off the football field, our players and their families will be impacted by us. Use the time to be a Godly example in word and deed to them.

Our intent is that this becomes your football ministry. You are the vessel God is using to teach scripture through the football experience. The Father is always at His work, and we need to be about this ministry God has given us, throughout the year. You are a Football Coaching Missionary. You must work your football ministry as a 12-month a year ministry. We have to get away from a fall season only ministry and start building our programs in December. Yes, you all have jobs to support your family and that is a priority. There will be times we will be busy with other things, but by building your ministry team you can allow your assistant coaches or parents that are close to your team help you develop your football ministry. It will be a fruitful time for your ministry. You and your team will be richly blessed and God's Word will continue to work in young people's hearts.

Successful programs, growing programs find ways to get more people involved in meaningful roles. You must develop good relationships with members of your staff. Assistant coaches can make or break a football program. The assistant coaches should know you are available to discuss any problems or differences of opinion they may have with you. They should also be aware they must be absolutely loyal and stand behind whatever decision is made.

This kind of atmosphere is virtually impossible to create if you do not expend the time and energy necessary to cultivate good relationships with all of your assistant coaches.

The same holds true for parents. Parents are good people who want the best for their child, but sometimes they see their child with different eyes than the coaches do. You must try to create a strong parental following, which is extra muscle for the team. There is something good in every athlete and you must always have some words of encouragement for the athlete and the parents.

A coach is a leader, motivator, someone to be count on. You will bring the Word with you everyday and use the sport of football to teach sportsmanship, dedication, loyalty, respect, commitment, goal setting, poise, execution, self-discipline, success, adversity, fellowship and spirit.

Football is a game played by athletes where they should have fun and enjoy competing as a team.

All of the CALA teams have the same opportunity to grow their ministry. All of the CALA teams have the same opportunity to train and teach in the off-season. It's just like anything you do in life. You only get out of it what you put into it!

Coaches Questionnaire

The leadership of the Christian Athletic League of America is committed to having coaches that will stand together in one mind and heart, contending for the cause of Christ (Phil 1:27). Certain truths are absolutely essential in belief and practice for Biblical Christianity to be maintained. If truths such as the virgin birth of Jesus, His divine nature, the substitutionary atonement of Christ, are forsaken, Biblical Christianity is lost at the same time. Christianity is a religion based upon truth, the truth of the 66 books of the Bible and all Christians, regardless of race or gender, have agreed on certain truths. Those truths will never be in dispute by those who truly profess the name of Christ. And so it is essential that all our coaches agree to uphold these basic truths. While we will certainly have differences in worship style and certain practices, it is these basic truths, spelled out below that we must make certain we have unity to make this league be what Christ intends it to be.

- 1) Do you believe that there is one God, who exists eternally in three persons (Father, Son and Holy Spirit)? Yes _____ No _____
- 2) Do you believe in the incarnation of Jesus Christ as the unique Godman, including his virgin birth, deity and humanity? Yes _____ No _____
- 3) Do you believe that Jesus was/is the only acceptable substitute to take away our sins, by His perfect life, subsequent death on the cross and His resurrection from the dead; and that he is the only way to heaven? Yes _____ No _____
- 4) Do you believe in the bodily resurrection of Jesus Christ? Yes _____ No _____
- 5) Do you believe that all men are born into the world sinful and therefore lost and under the condemnation of God? Yes _____ No _____
- 6) Do you believe that the means of salvation are faith in Christ and repentance from sin?
Yes _____ No _____
- 7) Do you believe that Jesus will someday physically return to bring eternal bliss in heaven to His children and eternal damnation to unbelievers? Yes _____ No _____

Signed

Date

(complete and return to league office)

Team Goals

- Develop a *Volunteer Committee* (see page 22).
- Establish a monthly meeting.
- Communicate year round with your team: give regular updates by email or newsletter with important information to the families involved in your program.
- Provide a Parent Packet (explaining the team & league information/requirements) to players and families when they register.
- Implement fundraising strategies to continue to move the team and league forward.
- Develop a team FACEBOOK or WEBSITE to share info.

Sample Timeline

December – Analyze season

1. Coaching staff, level of play
2. Develop team goals for football, for next season
3. Recruiting plan to expand your franchise
4. Establish organizational goals for your franchise
(i.e. practice equipment you need, practice field etc...)
5. **Send out team calendar for each month.**

January, February and March – Begin publicizing & developing season

1. Get the word out – church bulletins, home school groups, local newspapers, local schools
2. Develop a winter training session to keep team in contact.
3. Have spring football for 3 weeks and publicize this event.
4. Develop fundraising opportunities for your franchise (i.e. team garage sale, bottle return drives, car washes, etc.)
5. Continue to update parents & players
6. Update team calendars if necessary

April

1. Open registration – continue publicizing team and league
2. Develop final schedule, fundraising options & deadlines.

May

1. Spring Football

June/July

1. Confirm team coordinators and administrator.

August

1. Official start of football.
2. First 3 day's conditioning, next 2 weeks of pads and pre-season scrimmage
3. First game

FULL PAYMENT OF REGISTRATION FEES FROM ALL PLAYERS TO BE PAID PRIOR TO FIRST GAME

September, October, November

1. Regular game schedule & championship or post-season football event.

End of season banquet or some type of Godly recognition for players.

Team Requirements/guidelines

Each team must work at increasing their program by the second season.

We would like to see teams try to develop a high school and middle school (6th through 9th grade) team in year one.

In year three there should be middle school and varsity.

As the numbers grow, we are looking for multiple high school programs in area. Each team has a roster limit of 30 players. It is our goal to reach as many kids as we can, not win as many games as we can.

Outreach

(v. out-reech; n., adj. out-reech) to reach beyond; exceed.

From the outset it became clear we have a great opportunity to evangelize teenagers and their families through this league. By playing football in a way that honors Christ and our opponents, we have the chance to shine our light and attract others, who may not know Christ, but want a more positive experience with high school and youth football.

We will certainly accept players who are non-Believers to play on our teams, however; we have two things in place we believe will be a firewall of protection to ensure we keep a definitively Christian environment.

- The head coach must unequivocally profess Jesus Christ as his Lord and Savior and commit to coach his team in an overtly Christian fashion. We will not accept coaching that focuses primarily on football and only gives token display of attention to Christianity. Our league will distribute devotional thoughts and teaching to be shared with players. We will also do things together before each game, after the game and in the off-season that encourages devotion to Christ for the benefit of others. This supports our league mission and makes it clear we are to be about building a new generation of servant-leaders.
- It is expected to have more Christians than non-Christians on each team. All players are required to attend church and/or youth group if possible. Players are required to sign a statement of faith. Non-believers will be given one season exemption in the league. If after a season the player has not accepted Christ then it is up to the coaching staff to evangelize and develop a plan. We never want to turn anyone away, and as long as they are playing by our rules, accepting our philosophy then we can keep working with them towards the ultimate goal of bringing them to Christ. Exceptions/appeals may be submitted to CALA Board of Directors in writing.
- Team sizes will not exceed 34 players. Once a program is above 30 players the league will begin looking at options in which to split and start new teams for the following season. It is important for long term growth that we grow more teams in close proximity, we need opportunities to get more men serving on teams and we need to try to keep as much parity as possible to keep the emphasis on ministry first.

There are many benefits to all who are involved by allowing kids who need Christ and do not come from church backgrounds to participate in the league.

- We are the only youth athletic league in Michigan and possibly the nation that has a purpose to reach others for Christ through sports. We believe the Lord will honor this to the benefit of all involved. It should be obvious to an unbeliever on our teams without Christ he is in a position of having no hope unless he is reached with the gospel (Romans 6:23). Having stated this; CALA is unapologetic in our plan to reach out with the hope of the converting lost teens and their families to Jesus Christ.
- We believe our young men will benefit greatly from the knowledge that God wants to use their interest in athletics to reach the lost, but to also disciple them towards the image of Christ. Pursuing lost souls who have an interest in football will have an edifying effect on our young people. It will trigger growth in our players as they realize they have a responsibility in the pursuit of the lost (Mark 16:15).
- The objective is to completely change the focus and direction of a young Christian's life once he realizes he can be used of Christ. To see someone come to Christ, to see them grow, and to see them bring others to Christ through discipleship is a sign of maturity as a Christian.
- To merely shield young men from the negative influences will not bring them to the maturity required to accomplish this objective. We need to be "in the world, but not OF the world". We have the unique opportunity to bring unbelievers into an overtly Christian atmosphere, allowing ministry to take place on our turf, so to speak, rather than having to take a partially matured person and "throw him to the dogs."

The Christian Athletic League of America believes God is opening doors for us to reach lost people. We believe he is blessing all of us with this opportunity. There is the potential to be involved with foreign missions and to reach "at risk" kids, such as the children of prisoners. These opportunities will be of great benefit for the spiritual growth of our kids, and will serve as an aid to keep us focused on what is truly important, which is the salvation experience of all those whom we come in contact with through this program. It is our prayer that God will continue to expand our borders that we can be a blessing to others, while also reaping a blessing ourselves.

Statement of Beliefs

We believe in one God, existing in three Persons: Father, Son and Holy Spirit. Jesus Christ became flesh through His miraculous conception by the Holy Spirit and His virgin birth. He who is true God became true man united in one Person forever. He died on a cross a sacrifice for our sins. On the third day He arose bodily from the dead ascended into heaven, where at the right hand of God the Father He is now. The Holy Spirit has come to glorify Christ. He convicts us of sin and draws us to the Savior. Indwelling our hearts; He gives new life to us, empowers and imparts gifts to us for service. He instructs and guides us into all truth. Being estranged from God, our salvation is wholly dependent upon the work of God's free grace. The true Church is composed of all persons who through saving faith in Jesus Christ and the sanctifying work of the Holy Spirit are united together in the body of Christ. Jesus Christ will come again to the earth - personally, visibly, and bodily - to judge the living and the dead. Our faith at the Christian Athletic League of America is in the Lord Jesus Christ.

Statement of Philosophy

The second requirement we have for the coaches of the CALA is to be in line with the league's philosophy of building leaders and servants through football. We again, must be on one accord, in that our greatest desire is not to win games and championships in and of themselves, but that the spiritual growth of our players and the witness of our league are our highest goal and reward. Winning at all costs is unacceptable. Winning as a bi-product of excellence in service to the Lord is honorable. With that in mind can you wholeheartedly and joyfully agree with the following?

- 1) **I will strive to consistently coach in a positive coaching style, trying to affirm and encourage players, even when they make the biggest of mistakes, forsaking open ridicule and degrading of each and every player?** Yes _____ No _____

- 2) **I will model Christian character by refraining of criticizing of authorities, including but not limited to, game and/or league officials. This explicitly means I will not argue calls, throw temper tantrums over calls or explain away shortcomings by blaming officials.** Yes _____ No _____

- 3) **I will further model Christian character by applauding efforts and results of other teams, gracefully accept victory as well as defeat, and always put the spiritual well being of players from either team, above all other considerations.** Yes _____ No _____

- 4) **I will also further model Christian character by teaching and following the spirit as well as the letter of the law, when it comes to rules.** This would include giving input to officials over missed calls such as your teams dropping a pass in front of you that is ruled a completion. It would also include refraining from teaching players ways around the rules or schemes meant to influence officials, such as telling players to automatically signally that "our team" recovered a fumble, whenever there is a pile-up for a loose ball. Yes _____ No _____

- 5) **I will also willingly and joyfully accept any decision that comes from the league correcting any practice that is not in line with the league philosophy. I am willing to do this because my highest goal is the spiritual growth of the players involved in, as well as the public witness of, CALA.** I will joyfully accept winning and losing a contest, as well as each decision within a game, as coming from the Lord for the furtherance of His purposes, rather than focusing merely on a game outcome. Yes _____ No _____

I, _____ on this date, _____ acknowledge reading this Statement of Faith and Philosophy; and with a clear conscience will wholeheartedly and joyfully abide by the truth contained in this statement.

Name _____

Church /Location _____

Pastor _____

(complete and return to league office)

Christian Football League of Michigan Adult Workers Application

This application is to be completed by all those desiring a position involving the supervision of minors. It is used to help the sports program provide a safe and secure environment for the athletes/students who participate in the Christian Athletic League of America.

Legal Name: _____

Last
First
Middle

Address: _____

Street
City
State
Zip

How Long at this address? _____ If less than five years, give previous address and number of years below:

Previous address: _____ Years: _____

Male Female Birthday: _____ / _____ / _____ Home Phone: (_____) _____

Cell / Pager: (_____) _____ Work Phone: (_____) _____

Best time to call: _____

SS #: _____

Driver's License#: _____ Expires: _____

Email address: _____

Marital status: _____ Spouse: _____ # of Children: _____ Ages: _____

Emergency contact: _____ Ph#: _____

Occupation: _____ Place of Employment: _____

yrs: _____

Employment history of last five years:

Employer: _____ Phone: _____

Employer: _____ Phone: _____

Employer: _____ Phone: _____

Because CALA is a Christian faith organization, do you have a personal relationship with Jesus Christ? _____ Briefly describe (Use back of paper if necessary):

List any leadership/volunteer experience, training or education you have had to with children:

List any other church programs in which you are involved:

Team you'll be working with:

Local Personal References (Must be 18 years old and not related to you)

Name: _____ Relationship: _____

Address: _____ Phone: _____

Comments (staff use): _____

Name: _____ Relationship: _____

Address: _____ Phone: _____

Comments (staff use): _____

Name: _____ Relationship: _____

Address: _____ Phone: _____

Comments (staff use): _____

The questions below are part of the process to help provide a safe and secure environment for our students/athletes. All information is held strictly confidential by CALA. It is our desire to work with you to find a position that is fulfilling and suited to your strengths and experiences.

Have you had any experiences that might make it difficult for you to work with kids in CALA? _____

Have you ever been accused or convicted of the use or sale of illegal drugs? _____

Have you ever been hospitalized, treated for, or struggled with alcohol or substance abuse? _____

Have you ever been charged with a misdemeanor or felony? _____

Are you engaged in any conduct that is contrary to the teachings of the Bible? _____

Do you have any health issues that could place the students/athletes at risk? _____

Have you ever been denied legal custody of your children in any legal proceedings including divorce decrees or settlements? _____

We conduct a criminal background check on all applicants. Do you have any objections? _____

If you answered yes to any of the above questions, please explain briefly: _____

Applicant's Statement

I hereby authorize the Christian Athletic League of America to verify all information contained in this application with any references, my past or present employers, or any other appropriate personnel at my present or past employers, churches or other organizations and any individuals to disclose any and all information to the Christian Athletic League of America. I release all such persons or entities from liability that may result or arise from the Christian Athletic League of America's collections of all such evaluations or information or its consideration of my application.

Having committed to our Christian Athletic League of America program, I will commit to:

- Read and practice security measures in place for CALA
- Prepare for the ministry of CALA by growing in my personal relationship with Christ
- Support the leadership by praying for the CALA board members, coaches, volunteers and the students/athletes in the program.

Should my application be accepted, I agree to follow the policies of Christian Athletic League of America and to refrain from unscriptural conduct in the performance of my services on behalf of the program. I understand that the personal information will be held confidential by Christian Athletic League of America.

Applicant's Signature: _____ Date: _____

Checklist

(To be completed by a CALA representative)

Name _____

Background clearance date _____

Approved Position: _____ Start date: _____

Comments _____

End Date: _____ Reason for Leaving: _____

(complete and return to league office)

IV CALA Rules and Regulations (Football Division only)

For our overall rules governing football play during sanctioned games we have adopted the 2013 National Federation of State School Associations Football rules (for a complete copy contact the CALA office). These are standardized rules adopted by virtually every state association and govern the play of other public and private schools, organization and teams.

Official Administrative Responsibility/Grievance Procedure

The game officials' jurisdiction extends through the referee's declaration of the end of the fourth period or overtime. The game officials maintain administrative responsibilities for the contest through the completion of any required reports or correspondence in response to any action occurring while the officials have jurisdiction. The Christian Athletic League of America may intercede in the event unusual incidents after the officials have signaled the end of the game or in the event a game is terminated prior to the conclusion of regulation play. Any arising incidents, issues or otherwise breach of rules, regulations or conduct must be deferred to a formal written grievance submitted to the CALA headquarters in writing via electronic mail, United States Postal Service or other similar mail delivery vehicle within 72 hours of the completion of the game in which the alleged incident occurred.

Grievances will be reviewed on a prioritized basis with resolution being issued by the grievance committee within 48 hours of receipt, unless the grievance due to the nature of the incident requires further investigation or CALA board intervention as deemed by the grievance committee with a majority vote. The grievance committee is comprised of the executive vice-president, chairman of the board and one other CALA representative. The executive vice president is the chair of the committee and all communications must go through the chair of the committee. This committee, like all CALA committee's report to the CALA board of directors.

In addition to the NFHS rules CALA has adopted the following rules, regulations and guidelines governing play, philosophy and conduct on and off the playing field.

1. Insubordination, Disrespect, or Unsportsmanlike conduct:
 - This would apply whether it is called by the official, seen by a coach of either team, or substantiated by a player or parent.
 - i. Philippians 2:14 states "Do everything without **complaining** and arguing".
 - ii. Galatians 5:22-24 states "But the Holy Spirit produces this kind of fruit in our lives: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. There is no law against these things! Those who belong to Christ Jesus have nailed the passions and desires of their sinful nature to his cross and crucified them there. Since we are living by the Spirit, let us follow the Spirit's leading in every part of our lives. Let us not become conceited, or provoke one another, or be jealous of one another".
 - Any instances of the following would fall under this rule. This list is not exclusive. Proverbs 8:13, 11:2, and 13:10 all apply here.

- i. Poor language or profanity. (Deuteronomy 5:11)
- ii. Late hit (I Corinthians 14:40)
- iii. Chop block (I Corinthians 14:40)
- iv. Spiking the ball (I Corinthians 14:40)
- v. Taunting (I Corinthians 14:40)
- vi. Disrespect to a referee, coach or players from own team or opponent. (Proverbs 17:11)
- vii. Hazing of any type. (I Corinthians 14:40)
- viii. Refusal to follow instructions after multiple attempts by coach to instruct. (Proverbs 12:15) (Proverbs 17:11)
- ix. Poor team behavior such as talking about another player behind their back or in a disrespectful fashion. (Matthew 7:3-5)
- Consequence:
 - i. 1st incident:
 - 1. If done in practice, the player either misses a start or a series.
 - 2. If done in game, player is pulled for a series and given a warning that if it happens again that they will be suspended for a game.
 - ii. 2nd incident.
 - 1. Player is suspended for a game and given a 2nd warning and told that if it happens again they will be suspended indefinitely or cut from the team.
 - 2. Conversation is held with parents and the player is not allowed to participate in practice that week.
 - iii. 3rd incident:
 - 1. Player is suspended or cut and equipment collected.
 - 2. Player is not allowed to attend or participate in practices but may attend team Bible studies.
- 2. Player eligibility:
 - If player is over the age of 18 on September 1, then eligibility has been used and the player is no longer allowed to play. Such eligible player must also be enrolled full time in school or vocational training. Any exception must be granted by the league office and requested in writing prior to the start of the season.
- 3. Grades:
 - Players, whether public, private, or home school must maintain eligibility based on the school they attend. Players will forfeit their right to play until a report indicates eligibility.
 - It is the coach's responsibility to stay on top of this.
 - Home school players would have to maintain the average of one public school and one private school respectively.
 - i. 2 Timothy 2:15 states "**Study** to **shew** thyself approved unto God, a workman that needeth not to be ashamed, rightly dividing the word of truth". This also applies to schoolwork.
- 4. Players and team proximity:
 - Returning players must play for the team they have been on, unless such team no longer exists. If there is any evidence players are in collusion to dissolve a team in

order to bypass this rule, they will be ineligible for life, with an opportunity to appeal after one season.

- New player's home address will dictate the team they play for unless they attend the school where the team is sponsored. It is the geographically closest practice field will determine the team he shall play for.
- If a player is found to be playing for a team that is farther away geographically without approval, said player will be suspended indefinitely, up to an including the season.
- Exceptions to this rule may be given by the league where special circumstances apply. Requests need to be made in writing to the league office.
- Teams may not recruit players off another team, or another teams "territory"

5. On Field conduct:

- Players must wear all protective pads including mouth guard during all times in practice (unless instructed) and at all times in games (unless instructed).
- Players will not remove their helmets and will abide by all NFHS playing rules unless instructed otherwise by the referee or the league itself.
- Players shall not abuse any equipment. All equipment is property the Christian Athletic League of America, entrusted to us by the Lord. Because this is not your personal equipment, it will be used in future seasons and needs to be respected. Players need to keep the equipment clean and in good repair. The principle that should be embraced is we are to love our neighbor as ourselves. We want future generations to have a good experience, so all equipment needs to be properly cared for and returned to their team at the end of the season.

6. Parents:

- Parents, relatives, etc are not permitted to be on the sidelines during a game. (Unless they are coaches, taking stats, or working the chains). There are no exceptions to this rule.
- If a parent has an issue with a coaching decision, we are implementing a Grievance Procedure (see above) that allows a period of time between the issue and communication with the coach. Parents shall not confront a coach in front of the team, period. The Grievance Procedure is designed to allow all parties to reflect in writing there concerns, give the opportunity for prayer in ensure the proper issue is being addressed. Our children look to us as role models, we need to lead by example in everything we do.
- Mutual respect displayed between coach and parent in any discussion, especially one that is out in the open. Remember this league is about Christ.

7. Prayers and pre-game:

- Traditionally the pre-game meeting has had player representation from both teams. This pre-game meeting includes a sportsmanship statement as well as the coin flip. It is a CALA requirement that officials meet with the head coach of each team to discuss the field, who can call time outs, the declaration of captains, and any trick plays that a team may have. This meeting is informational for both coaches and officials and begins a better communication relationship by all parties. Coaches (both head coaches and assistants) should make every effort to introduce themselves at mid-field during pre-game warm ups.

- Before and after each game the teams will come together in the middle of the field and pray together, 7 minutes before schedule time of kickoff. For a 7:05 kickoff, teams must meet at 6:58, with all pre-game preparation ceasing. Rules of engagement surrounding what we expect of players and coaches coupled with a 3-5 minute devotional (to be provided by the home team) followed with prayer and a 1-2-3- Jesus breakdown.
 - i. Matthew 18:20 states “For where two or three are **gathered** together in my name, there am I in the midst of them”.
- Immediately after the prayer, teams should gather at the forty yard line, visiting team on 40 closest to flag, helmets removed, for the Star-Spangled Banner or God Bless America.

8. Coaching conduct:

- Sportsmanship:
 - i. Running up the score is poor sportsmanship and is a poor example to the players as well as the spectators.
 - ii. If a team is in the lead by 18 points you are required to sub your 2nd team in (if you have enough players) and stay as such until below this number of points again.
 - iii. Defensively, there shall be no blitzing; meaning inside linebackers should be 5 yards off the line and outside linebackers 3 yards off the line at the snap of the ball. There will also be a limit of 4 down lineman in these cases. The only exception shall be when the offense comes within ten yards of the goal line.
 - iv. The last 5 minutes of the game is exempt from this rule.
 - v. All players must play in at least 3 plays every quarter from scrimmage. A player who plays in less than 3 plays in the first quarter, must start the second quarter and play the first five minutes (Therefore, every player should have some knowledge of an offensive and defensive position). The same will be true for the third and fourth quarters respectively. The only exception to this will be if a player has missed some practices, or is under team discipline for some reason. These player’s numbers shall be given to the referee prior to the game by each head coach. This does not include special team play.

Consequences:

If these rules are not followed then the league will take action with the coach and the offending team forfeits the game regardless of the outcome.

Timing

All Timing rules established in the NFHS Football Rules Book will be followed except when multiple CALA Varsity contest take place, or when agreed upon by both coaches and the league office prior to the game

Variance conditions to NFHS Timing Rules

1. The clock will start on the ready to play whistle when a player has been deemed down by going out of bounds.
2. Normal clock operations will continue when there is less than 2:00 to play in either half (2nd & 4th quarter).

Blocking below the waist

For an offensive player to legally block a defensive player below the thigh pad, the following conditions must apply:

1. Both the offensive and defensive players are considered within the “the box” (tight end to tight end, and lined up with their head closer to the line of scrimmage than the centers waistline).
2. The offensive player is blocking a defender who is lined up head up, or to his shade. (no angle cut blocks).
3. Contact is made in “the box” and is immediate (no delayed cut blocks).
4. A player must remain in contact with the ground at all times (no leaving your feet).

Penalty: Illegal Blocking – Live ball - 10 yards from the spot of the foul.

Points of Emphasis

Chop Blocking

By rule, there is no such thing as a legal chop block. In fact any type of chop block not only results in a 15 yard penalty, but is considered an "ejectable offense."

The two definitions of a chop blocks are:

1. All combination blocks with a low element (e.g. high-low, low-high or low-low), with or without a delay, by non-adjacent linemen, within the neutral zone, are chop blocks.
2. All combination blocks with a low element (e.g. high-low, low-high or low-low), with or without a delay, where all players are beyond the neutral zone, are chop blocks.

Play Clock

Once the ready-to-play whistle has been blown a team must legally snap the ball within 25 seconds. While it is requested that a back judge or referee signal at the 10 second and “signal down” the last 5 seconds to go, these signals are not required. **Penalty: Dead Ball Delay of Game – 5 yards.**

Game Misconduct

Game misconduct penalties should not occur. These penalties are given on rare occasions when an official believes that a player committed an unsportsmanlike conduct penalty with malicious intent. This penalty can be given without warning, or can be the result of multiple unsportsmanlike conduct penalties.

Penalty

1st Game Misconduct Penalty – Player is removed for 1 quarter of play.

2nd game misconduct Penalty – Player is ejected from game.

Any ejection shall also result in a one game suspension for the next contest. CALA may also take further corrective action if violations take place in succeeding games.

- Coaches behavior:
 - i. Coaches should not raise their voices in a disrespectful manner towards players, each other, referees, officials, players from other team, or coaches from other teams. This includes on the sideline tantrums, throwing objects, etc.
 - ii. We are brothers in Christ and this sets a bad example and sends a mixed message to the players that we expect self control and poise from them, but coaches are exempt.

1. Ephesians 6:4 and Colossians 3:21 states the following:
And, ye fathers **provoke not your children** to wrath: but bring them up in the nurture and admonition of the Lord.
2. Fathers, **provoke not your children** to anger, lest they be discouraged.
- iii. Physical contact in any way meant to demean or punish a player is strictly prohibited.

Consequences for negative behavior: Up to an including one game or season suspensions. You do not need to be penalized by game referees to be held accountable to the league. We are all accountable to God for our leadership and we must be above reproach.

- iv. Constructive discussions should be held in private and the players' privacy and dignity should be protected at all times.
- v. Coaching in the moment is part of a player's development. Use this opportunity wisely.
- vi. Adherence to league decisions is mandatory. The buck stops with the coaches. Instructions from the league must be followed in all instances, including on field behavior of other coaches, players, issues involving equipment, eligibility of players, etc. It is difficult to make an exhaustive list, but just as a coach is in charge of his players, and that player must adhere to the coaches' decision, no coach is shielded from the same commitment toward the league.

9. Stewardship of team

- The team you have been entrusted with is ultimately the Lord's, entrusted to CALA, and then entrusted to you. Day to day operations has been entrusted to you, with guidance and support from the CALA. The equipment is property of the CALA and must be returned to the league at the board's discretion. If all fees have not been paid, equipment must be returned. If equipment needs refurbished, it must be brought to the attention of the league. If equipment is needed for off-season camps or missions work, it must be provided. At the end of the season, all equipment will be inventoried and returned to the league.
- Teams are not permitted to deviate from instructions from CALA regarding any aspect of the league.
 - i. Teams cannot schedule their own games without league permission.
 - ii. Teams cannot move and encroach into another area.
 - iii. Team names are subject to league approval.
 - iv. Teams are not permitted to purchase equipment, uniforms. They must accept what is used as the league standard for equipment.
 - v. A complete roster must be provided prior to the beginning of the first game; then updated as the season progresses.

Explanation: The motivation of CALA is to keep teams as even as possible. We do not want the focus to shift from discipleship to an all out pursuit for athletic excellence at all costs.

Bible study, salvation, discipleship, local church attendance

- It is our goal each child accepts the salvation of Jesus Christ. How will they know unless they hear?
 - i. Romans 10:17 states “So then **faith** cometh by **hearing**, and **hearing** by the word of God”
- We have a responsibility to build rapport with these boys, introduce our faith to them, be a good example, disciple them, and get them mainstreamed into a local church that is Bible believing.
 - i. 1 Corinthians 3:7 states “So then neither is he that planteth any thing, neither he that watereth; but **God** that **giveth** the **increase**”.
- It is our role to plant the seed and God gives the increase.
- It is our vision we hold a routine Bible study that leads to the Holy Spirit giving the increase, each boy being saved, a discipleship program started or continued at the team or local church level, and then helping them find a local church near their home. Every practice shall have a 10 minute devotional, bible verse discussion, along with prayer, at a time when there is maximal attendance of players, such as after a mid practice break for water
 - i. 1 Corinthians 3:2 states “I have fed you with **milk**, and not with meat: for hitherto ye were not able to bear it, neither yet now are ye able”
- This principle applies to the work we will do with the majority of these boys. Start slow and build on a foundation such as:
 - i. Jesus Chris is real and so is God the Father.
 - ii. The Bible is 100% true and inerrant.
 - iii. We are sinners and without the free gift of salvation there is no hope. Our very best if filthy rags.
 - 1. Isaiah 64:6 states “But we are all as an unclean thing, and all our righteousness are as **filthy rags**; and we all do fade as a leaf; and our iniquities, like the wind, have taken us away”.
 - iv. Without Christ’s’ shed blood there is no propitiation, redemption, or hope. We are condemned to an eternity in hell.
 - v. Because he made this sacrifice we should look to serve him.
 - vi. Use versus such as Romans 3:10, 3:23, 5:8, 5:12, 6:23, 10:9-13. John 3:16, Jeremiah 17:9, I John 1:9, etc to support your position.
 - vii. Salvation is presented.
 - viii. Discipleship program can be accomplished through small group or team Bible study or local church.
- Help the players find a Bible believing, outreach driven church that will take them from the milk of the word to the meat of the word.
- Check in with them on church attendance (coaches then must be attendees as well) and encourage them to attend and participate in the league objective, which is that all players might receive Christ as their Lord and Savior.

John 3:17: For God sent not his Son into the world to condemn the world; but that the world through him might be saved.

The need for fathers – We need to push for more dads to get involved

- The movie Courageous should be shown as a special event in the pre-season, with follow up utilizing the book, “The Resolution for Men”. Dads should be encouraged to help the team as they work to become a better father and husband.
- A jersey ceremony should take place prior to the first game/scrimmage, to set a pattern for fathers to express words of love and praise for their son(s).
- A father/son camping trip is also recommended.
- Coaches need to be aware of any player who may not have a father or father figure in their life as an opportunity to help a young man see the connection between a father and son by finding someone to fill the role in these events. No player should be left behind.

IV. Club/Team Coordinator Positions

A. Team Coordinator/Administrator

CALA is requiring each team to provide a Team Coordinator who will assist the head coach with duties and will provide additional leadership for the program. This position is a daily part of the program.

Duties include:

- Make sure all forms are completed and filed with league office
- Keep list of team contacts
- Monitor church attendance, status of coaches with Pastor
- Oversee progress with equipment coordinator
- Assist with promoting team and growing the area program
- Arrange for ambulance service at home games
- Oversee all home game duties

Benefits of this:

- Allows coach to concentrate on ministering to kids and coaching the game
- Provides a point person who knows what is happening in all areas of program
- Allows further growth to teams and the league

Compensation: see schedule page 26

B. Fundraising Coordinator

Each team has a lot of pressure to put together funding, almost exclusively being paid for by parents. Benefits of having someone filling this position include:

- Make funding available for needy families
- Alleviate registration fees pressure
- Provide for year around funding that can be used for advertising league/teams

Description: Develop fundraisers aimed at providing funding for team. The situation we are looking for is residual sales so your team can earn money year around. Some of these fundraisers may take the form of door to door sales, such as Leelanau Coffee or Interstate Batteries. Some of the fundraisers may take the form of a can and bottle return drive, penny

drive or other door to door opportunities. Other possibilities would be working with a restaurant chain such as Applebee's who allows for fundraising nights.

Compensation: see schedule page 26

Example: Leelanau Coffee gave returns of \$5 per bag, when minimum standards were met. A program of 30 players that averaged 10 bags per kid would net 300 bags or \$1500 profit.

The intent is to run monthly fundraisers, of a variety of sorts. And while part of the objective is to raise funds for your team, this should also be viewed as a fellowship and evangelistic opportunity to work with the team, parents and others involved in a setting away from athletics.

C. Equipment Coordinator

Each team has many equipment needs and we can address these best by having a standardized system of equipment, numbers and sizes; along with a schedule for ordering, receiving and reconditioning of equipment.

Benefits of this position include:

- Allows teams to have a margin of equipment so as to have equipment for new players
- Allow teams to have replacement equipment on hand
- Provides a good means for reconciling inventory of equipment

Description: This position will work at aligning inventories of equipment and publish a system as to what each team should have. We will have a standardized list of jersey numbers that will correspond to a specific size. For instance, every team will have a #10 that will be a large jersey. Our goal is to make certain every team has a margin of extra equipment: jerseys of various sizes, helmets, pants, etc. Coordinator will report directly to executive vice president/chief operating officer of the league.

Compensation: see compensation schedule page 26

D. Team Outreach Coordinator (OC)

We want to use our game events as an outreach to bring the gospel to unsaved families, neighbors and friends. This is a core element to the overall success of the league. The point is if the league was founded on the basis to grow His Kingdom, then this position should be key to every team.

Benefits of having someone filling this position include:

- Seeing people coming to Christ.
- Makes it evident to all that we are serious about spreading the gospel
- Attract partnerships with other ministries
- Gives players another reason to invite everyone they know to the games.
- Boost attendance at games as a by-product.

Description: Responsible for brainstorming with the league and team leadership to develop creative ways of sharing the gospel and getting people to games for fellowship. The league, with the assistance of the OC, will establish special weeks to target as an outreach game. The

object used could take the form of a music group, dramatic presentation, feats of strength team and can be used along with a speaker. Further development will take the form of organizing follow up counseling, training of counselors and partnering with local churches to create an environment which fosters spiritual growth.

Compensation: see compensation schedule page 26

E. Team Concessions Coordinator

Each team is required to provide a Concessions Coordinator who will arrange workers and make sure all duties are prepared for each home game. Concession sales should become the most successful ongoing fundraiser for each team. With a captive audience already attending the game, this becomes as much a part of the game day experience as the game itself if approached seriously.

Duties include:

- Find out what provisions are available for your use on game day, (buildings, power outlets and area to setup).
- Schedule volunteers to work in the concession stand
- It will be your responsibility to make sure you have all the equipment and utensils needed to run your concession stand for the day. Everything should be cleaned, sanitized and ready for use, (you should appoint others to help you with this).
- Responsible for purchasing or ordering all goods that your team will be selling on game day
- Everyone working at the concession stand should use the highest of standards for cleanliness, (utensils, latex gloves, hair nets, washing of hands etc.)
- Responsible for making sure you have a cash box and starting cash for the day
NO ONE UNDER 18 YEARS OF AGE SHOULD HANDLE ANY MONEY UNLESS SUPERVISED BY AN ADULT!
- Reconcile cash at the end of the day. This should be done by two people so as to avert errors. Upon reconciling cash receipts the concession form is filled out and signed. Any out-of-pocket expenses will be covered at this time provided a receipt is included. No receipt means the expense is not covered. This is critical for IRS requirements. All remaining funds are to be sent to league headquarters no later than end of business Monday following game-day with income form where they will be reconciled and credited to your account with the appropriate profit sharing split. Funds not received by league office by the following Thursday after game-day will risk serious fines and penalties to be determined by CALA board of directors.

Benefits of this:

- Provides a point person who knows what is happening with concessions
- Allows team and league to cover costs for all game day expenses and provide further funding to grow teams and the league
- Offers the opportunity to maximize your fundraising abilities; each game is a time when your team has the most supporters on-site and one place...you need to take advantage of this!
- Provides team/club stability
- Can benefit your team substantially by increasing your ability to offer scholarships to families in need or even reduce the overall player registration fee.

Compensation: see compensation schedule page 26

VI. League Coordinators

Concessions Coordinator

The league Concessions Coordinator will make sure all teams are in compliance with league policies on concessions. It is absolutely imperative all games have concessions and we enter into concessions with a plan to maximize a positive experience for our fans as well as provide for positive revenue that will help continue our operations.

Description: The league concession coordinator will be an important part of the orderliness of football game days in their area. This position will work with the executive vice president/chief operating officer with the expectation of support from the league office with pricing, purchasing, scheduling, accountability, communication and all other functions pertaining to league-wide concessions.

Compensation: see compensation schedule page 26

CALA College Ministry Club Teams Coordinator

Part of the original concept of this league was to offer an opportunity beyond high school athletics for our athletes. The College Ministry Club Teams Coordinator will work to sow interest and work with interested colleges to develop club level football teams. This position may be the most important component of the future of this outreach. By developing these teams, we will give our high school players another option for college, and will be a training ground to disciple young men to lead teams and develop new teams.

Benefits include:

- Give our current players a place to play in college
- Develop scholarship money to assist our players
- Develop coaches for the next generation
- Develop missionaries for worldwide impact

Description: This coordinator will contact Christian colleges, churches and other organizations to help develop new teams. It may start with two teams; it may start with multiple teams. Clubs may eventually develop into Arena teams at a semi-professional level. This is a broad reaching opportunity and would offer real growth for our ministry. This position will work closely with league office in communicating and developing teams in all geographic areas.

Compensation: see compensation schedule page 26

Compensation Schedule/Policy

The following compensation schedule as published is only intended for volunteer positions in recognition of the efforts parents put forth to make this all possible. This is not a cash or remuneration schedule. It is a discount applied toward payment of a parents' child's registration fee in the league. If the parent does not have a child participating in the league then he or she may designate the credit towards another participant. Any team coach, parent or volunteer can choose to designate this credit to another player at the coach, parent or volunteers discretion. As league policy, no coaches, coordinators or any other team positions are paid by the league.

All teams are capped at \$1,350 available credits. Another words, any combination of coaches, volunteers, etc total team credit can not exceed this amount. Coaches, volunteers, etc. as a group can agree, to award the credit or credits to children who could otherwise not participate at there discretion by mutual agreement amongst themselves.

Schedule of credit

Head coach	1 complimentary registration (\$300 credit)
Assistant coach(s)	\$150 credit each
All team coordinators	\$150 credit each
League coordinators	\$500 credit each (does not count individual against team cap)

VII. Expansion to new areas

Because we want to see the training up of young men to love Christ and serve others, we desire to see this league spread literally around the globe. In the near term, we know there is interest in Indiana, Ohio and Pennsylvania. In order to make this possible, we have to bring on people who know those states and regional areas, so we have created positions to coordinate activities in these new areas. This is part of our long-range plan to expand far beyond the states we are currently active in and will only aid in the growth of His Kingdom.

State Coordinator

Each state will ultimately require an area representative who can assist with developing teams, supporting activity in finding sites, church support, playing fields and scheduling. Benefits of this:

- Will allow divisions to form with a person somewhat familiar with the area
- Helps the league ensure teams are working at teaching spiritual truth on a daily basis
- Allows us to have a good number of teams in each area cutting down on travel.

Description: Will work at daily communication with interested parents, players and coaches. The league will train person to understand guidelines and what is necessary at each location. State coordinators will also give input into improving the league. This is a growth based position and could provide financial and possible employment opportunities for those individuals willing to follow the Lord in His Word. Any interested persons should contact the league headquarters.

BYLAWS OF CHRISTIAN ATHLETIC LEAGUE OF AMERICA

ARTICLE I – NAME AND PURPOSE

Section 1 – Name: The name of the organization shall be Christian Athletic League of America. It shall be a non-profit organization under the laws of the State of Michigan.

Section 2 – Purpose: Christian Athletic League of America is organized exclusively for charitable purposes.

The purpose of this corporation is:

- To support and promote international, national and local amateur athletics
- To encourage young men and women to excel in their sport while maintaining a Christian testimony
- To promote the training, advancement and skill level of the Christian athlete
- To enable team participation on a national or international level
- To bring awareness of the Christian athlete

ARTICLE II – MEMBERSHIP

Section 1 – Membership: Membership in the Christian Athletic League of America shall be individual. Membership categories shall include athlete, coaches, parents of athlete, and corporate. For corporate membership there shall be a single designee to be determined by the membership holder and approved by the board of directors. Additional membership categories may be developed as the board of directors deems appropriate.

ARTICLE III – BOARD OF DIRECTORS

Section 1- Board role, size and compensation: The board is responsible for overall policy and direction of the association and delegate's responsibility of day-to-day operations to staff and committees. The board shall have up to nine, but not fewer than four members. The board receives no compensation other than reasonable expenses.

Section 2 – Terms: Board members shall serve two-year terms and are eligible for re-election.

Section 3 – Meetings and notice: The board shall meet at least quarterly, at an agreed upon time and place. An official board meeting requires that each board member have notice at least two weeks in advance.

Section 4 – Board Elections: During the last quarter of each fiscal year of the corporation, the board of directors shall elect directors to replace those whose terms expiring at the end of the fiscal year. This election shall take place during a regular meeting of the directors, called in accordance with the provisions of these bylaws.

Section 5 – Election Procedures: New directors shall be elected by a majority of directors present at such a meeting, provided there is a quorum present. Directors so elected shall serve a term beginning on the first day of the next fiscal year.

Section 6 – Quorum: A quorum must be attended by at least forty percent of board members for business transactions to take place and motions to pass.

Section 7 – Officers and Duties: there shall be a minimum of four officers of the board, consisting of a chair, vice-chair, secretary and treasurer.

The chair shall convene regularly scheduled board meetings, shall preside or arrange for other members of the Executive Committee to preside at each meeting in the following order: vice-chair, secretary, treasurer.

The vice-chair shall chair committees on special subjects as designated by the board.

The secretary shall be responsible for keeping records of board actions, including overseeing the taking of minutes at all board meetings, sending out meeting announcements, distributing copies of minutes and the agenda to each board member and assuring that corporate records are maintained.

The treasurer shall make a report at each board meeting. The treasurer shall chair the finance committee, assist in the preparation of the budget, help develop fundraising plans, and make financial information available to board members and the public.

Section 8 – Vacancies: When a vacancy on the board exists mid-term, the secretary must receive nomination for new members from present board members two weeks in advance of a board meeting. These nominations shall be sent out to board members with the regular board meeting announcement, to be voted upon at the next board meeting. These vacancies will be filled only to the end of the particular board member's term.

Section 9 – Resignation, termination and absences: Resignation from the board must be in writing and received by the secretary. A board member shall be terminated from the board due to excessive absences, more than two unexcused absences from board meetings in a year. A board member may be removed for other reasons by a three-fourths vote of the remaining members.

Section 10 – Special meetings: special meetings of the board shall be called upon the request of the chair, or one-third of the board. Notices of special meetings shall be sent out by the secretary to each board member at least two weeks in advance.

ARTICLE IV – COMMITTEES

Section 1 – Committee Formation: The board may create committees as needed, such as fundraising, public relations, data collections, etc. The board Chair appoints all committee chairs.

Section 2 – Executive Committee: the four officers serve as the members of the Executive Committee, except for the power to amend the articles of organization and bylaws, the Executive Committee shall have all the powers and authority of the board of directors

in the intervals between meetings of the board of directors, and is subject to the direction and control of the full board.

Section 3 – Finance Committee: The treasurer is the chair of the Finance Committee, which includes three other board members. The Finance Committee is responsible for developing and reviewing fiscal procedures, fundraising plan, and annual budget with staff and other board members. The board must approve the budget with staff and other board members. The board must approve the budget and all expenditures must be within budget. Any major change in the budget must be approved by the board or the Executive Committee. The fiscal year shall be the calendar year. Annual reports are required to be submitted to the board showing income, expenditures, and pending income. The financial records of the organization are public information and shall be made available to the board members and the public.

ARTICLE V – DIRECTOR AND STAFF

Section 1 – Executive Vice President: the executive vice president may be appointed or hired by the board. The executive vice president is the chief staff executive and has day-to-day responsibilities for the organization, including carrying out the organization's goals and policies. The executive vice president will attend all board meetings, report on the progress of the organization, answer questions of the board members and carry out the duties described in the job description. The executive vice president acts as corporate secretary and is a voting member of the executive committee and board of directors except on issues pertaining to personal compensation. The board can designate other duties as necessary. In the absence of an executive vice president, the board will fulfill these responsibilities.

ARTICLE VI – AMENDMENTS

Section 1 – Amendments: These bylaws may be amended when necessary by two-thirds majority of the board of directors. Proposed amendments must be submitted to the secretary to be sent out with regular board announcements.

CERTIFICATION

These amended bylaws were approved at a meeting of the board of directors by a unanimous vote March 15, 2012

Louie Monticello
Executive Vice-President/Chief Operating Officer

**ARTICLES OF ASSOCIATION
OF
CHRISTIAN ATHLETIC LEAGUE OF AMERICA**

The undersigned officers adopt the following articles of association.

ARTICLE I

NAME/REGISTERED OFFICE

The name of this organization shall be Christian Athletic League of America. The organization's registered address is located at: 4162 English Oak Drive, Lansing, Michigan 48911.

ARTICLE II

PURPOSE

This corporation is organized exclusively for charitable purposes PROMOTING AMATEUR ATHLETICS, within the meaning of Section 501 (c)(3) of the Internal Revenue Code of 1986, as now enacted or hereafter amended, including, for such purposes, the making of distributions to organizations that also qualify as Section 501 (c) (3) exempt organizations. To this end, the organization purposes: (1) to support and promote international, national and local amateur athletics, (2) encourage young men and women to excel in their sport while maintaining a Christian testimony, (3) to promote the training, advancement and skill level of the athlete, (4) to enable team participation on a national or international level, and (5) to bring awareness of the Christian athlete. All funds, whether income or principal and whether acquired by gift or contribution or otherwise, shall be devoted to said purposes.

ARTICLE III

LIMITATIONS

At all times the following shall operate as conditions restricting the operations and activities of the organization:

1. No part of the net earnings of the organization shall inure to any member of the organization not qualifying as exempt under Section 501 (c)(3) of the Internal Revenue Code of 1986, as now enacted or hereafter amended, nor to any Director or officer of the organization, nor to any other private persons, excepting solely such responsible compensation that the organization shall pay for services actually rendered to the organization, or allowed by the organization as a reasonable allowance for authorized expenditures incurred on behalf of the organization;
2. No substantial part of the activities of the organization shall constitute the carrying on of propaganda or otherwise attempting to influence legislation, or any initiative of referendum before the public, and the organization shall not participate in, or intervene in (including publication or distribution of statements), any political campaign on behalf of, or in opposition to, any candidate for public office; and
3. Notwithstanding any other provision of these articles, the organization shall not carry on any other activities not permitted to be carried on by an organization exempt from federal income tax under Section 501 (c)(3) of the Internal Revenue Code of 1986, as now enacted or hereafter amended.

4. The organization shall not lend any of its assets to any officer or director of this organization [unless such loan program is regularly conducted as part of the activities of the organization and the qualification of the individual to participate in same is determined by a panel compromised solely of non-Board members], or guarantee to any person the payment of a loan by an officer or director of this organization

ARTICLE IV DIRECTORS/MEMBERS

The management and affairs of the organization shall be at all times under the direction of a Board of Directors, whose operations in governing the organization shall be defined by statute and by the organization's by-laws. No Director shall have any right, title, or interest in or to any property of the organization.

ARTICLE V DEBT OBLIGATIONS AND PERSONAL LIABILITY

No member, officer or Director of this organization shall be personally liable for the debts or obligations of this organization of any nature whatsoever, nor shall any of the property of the members, officers or Directors be subject to the payment of the debts or obligations of this organization.

ARTICLE VI DISSOLUTION

Upon the time of dissolution of the organization, assets shall be distributed by the Board of Directors, after paying or making provisions for the payment of all debts, obligations, liabilities, costs, and expenses of the organization, for one or more exempt purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Any such assets not so disposed of shall be disposed of by a Court of Competent Jurisdiction of the country in which the principal office of the organization is then located, exclusively for such purposes or to such organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

ARTICLE VII DIRECTORS

The undersigned officers certify both that they execute these Articles for the purposes herein stated and that by such execution, affirm the understanding should any of the information in these Articles be intentionally or knowingly misstated, they are subject to the criminal penalties for perjury set forth in Michigan Statutes as if this document has been executed under oath.

Boyd Meyers, chairman of the board
Louie Monticello, executive vice president and chief operating officer
Ken Howard, treasurer

IX. Schedule of Forms

The following forms while not inclusive are the majority of the forms utilized by the league, from player registration to concession checklist, we have attempted to pull together as many as possible.

Christian Football League of Michigan
 a division of
Christian Athletic League of America
Responsibilities & Guidelines of Team Members

Team members are the players *AND* their families, the administrative staff, the coaching staff and volunteers that have made a commitment to support the vision of Christian Athletic League of America. These guidelines have been developed to define and insure a clear understanding of expected standards for all Team Members. Team Members are to maintain an honorable testimony at all times remembering they are Ambassadors for Christ, representing their families and Christian Athletic League of America.

- **PLAYERS are responsible to communicate DIRECTLY with the coach regarding team matters. If a player will be late or absent from a game or practice, he/she should contact the coach as soon as possible.**
- Issues that arise during practices or games should be discussed with the coach **privately and respectfully**. Issues involving the administration of the league should be directed to the head coach **privately and respectfully**.
- All team members are to demonstrate respect for game officials, regardless of their opinions or feelings about how the game is being officiated. **Players should thank game officials and shake their hands after all games**, regardless of the outcome.
- Please demonstrate respect and courtesy to other coaches and teams, facility managers and field officials when present.
- Players should arrive no earlier than 15 minutes before the scheduled practice time, and 45 minutes before games unless directed otherwise. Parents, please do not leave your player unless the coach is present.
- Only coaching staff and players are permitted on the playing field during practices. During games and scrimmages, only coaches and players are allowed on the bench.
- Coaches will not leave team players unattended after games or practices. Parents should pick their players up **promptly** after practices and games. Please do not loiter in the building or on game fields.
- Players who carpool with other families should be considerate of the rules established by their chaperones. Players should be respectful and report to them as soon as possible after practices/games.
- Parents are responsible to carefully supervise other children who are with them during practices/games. Please keep children off the playing fields and away from the sidelines. Parents are not permitted on sidelines and must stay in seating areas.
- All team members are responsible to properly care for the facilities, playing fields, and equipment we use. Facilities and playing fields should be clean when we are done using them. Do not use unauthorized areas.
- There is **NO SMOKING** in church/school buildings or on their grounds. There is no **FOOD, GUM, OR BEVERAGES** allowed in the buildings. Please wipe your shoes when entering buildings.

CODE OF CONDUCT

DO cheer enthusiastically for our teams and encourage them in their team effort! Applauding the skill of the opposing team is also in keeping with our Christian witness.

DO NOT "boo," yell, or be disrespectful to the officials, coaches, players, or members of the opposing team. This type of behavior is not a good witness of Our Lord Jesus, is not good sportsmanship, and not the type of conduct that will render a good report for our team.

Players and their guests: Remember that when you are at games as a player or a spectator, you and your guests are representing the Christian Athletic League of America. Our public attitudes and actions are a testimony to others of what we believe and our actions should always demonstrate respect for others.

Regarding boy-girl relationships: NO public displays of affection: NO hand holding, NO hugging, NO kissing. Players should treat each other with respect at ALL times. You are first and foremost brothers and sisters in the Lord and should conduct yourselves accordingly.

During games and tournaments: We expect players to be in the field participating in the game as players or spectators. Please sit together as the Christian Athletic League of America team to cheer the players on! Players are NOT to congregate in the parking lot or hangout in any vehicles. We are a team and we need to show it!

Parents, we ask that you make every effort to help make this a positive experience for all the families involved in Christian Athletic League of America by upholding the guidelines expressed here. This is truly a TEAM effort!

I have read and understand the guidelines set forth here and agree to abide by them as a Team Member of Christian Athletic League of America for the 2012 season. I understand failure to comply with these guidelines could result in disciplinary action as set forth in the Player Contract.

Signature of Player _____ Date ____/____/____

Signature of Parent _____ Date ____/____/____

Signature of Parent _____ Date ____/____/____

(complete and return to league office)

Christian Athletic League of America

Football Division
 Registration and Parental Consent Form
 Please Print Clearly

Team Name _____

Player Name _____

Birth Date _____ Fall Grade Level _____

Address _____

City, State and Zip _____

Email Address _____

Home Phone _____ Cell Phone _____

Height _____ Weight _____ Years experience playing tackle football _____

Positions played (circle all that apply) P K DT DE LB CB S C OG OT TE WR FB HB RB QB

Positions interested in (circle all that apply) P K DT DE LB CB S C OG OT TE WR FB HB RB QB

Medical Conditions (Please list any past or current conditions which may affect your child while playing football)

Emergency contact (relationship) _____

Phone number _____

My child has permission to participate in the activities of the **Christian Athletic League of America**. I (we) agree to take full responsibility for my child's well being and agree not to hold any individual involved with the **Christian Athletic League of America**, including but not limited to directors, officers, staff, coaches, organizers, participants, volunteers and persons transporting players, liable for any harm resulting in participation of any league sanctioned activity.

Father's Signature _____

Father's Name _____ Date _____

Mother's Signature _____

Mother's Name _____ Date _____

Christian Football League of Michigan
 a division of
Christian Athletic League of America
Football Participation Contract

I, _____, commit to the Christian Athletic League of America program by pledging my time and athletic ability to faithfully promote the Gospel of Jesus Christ, and the sport of Football as part of my education and training. I agree to fulfill the tenets of this contract as follows:

- I will read, commit to and abide by this contract, the Responsibilities and Guidelines of the Christian Athletic League of America program and the rules set forth by my coach. I will submit to proper discretionary action, if necessary.
- I understand that I am responsible for having appropriate equipment at every game and practice, including football shoes, socks, girdle with pads, mouthpiece, and water and/or sports beverage.
- I will present proof of a sports physical stating that I am physically able to participate in the sports program.
- I understand that my registration forms, sports physical, medical ID card, and participation fee must be submitted 30 days from time of fitting. I further understand that I will be charged a \$25.00 late fee and will be required to attend practices, but cannot participate in practices until my registration paperwork is completed and turned in.
- I understand that I am making a commitment to the team for the entire season and understand that in order to fulfill that commitment I must make every effort to attend all scheduled practices and games. If extenuating circumstances arise that prohibit me from an attending practice and/or a game, I will notify my coach in a timely manner. **I understand that if I have three *unexcused absences*, I will face disciplinary action that may include suspension from the team.**
- I will be responsible for the proper care of uniforms and equipment. I will return all equipment and jerseys to the Team Manager at the end of the season in good condition, or reimburse the league for the cost.
- I will abide by the established dress code, **arriving at games in proper uniform and ready to play.**
- **I will maintain a teachable spirit, demonstrating respect for all those in authority over me, including my parents, coaches, officials and sporting events organizers.**
- **I will conduct myself in a manner that is honoring to my Lord Jesus Christ, my parents, my family, my team and the Body of Christ.**
- **I will esteem my teammates, encouraging them in their relationship with Our Lord Jesus Christ, the development of their athletic abilities and preferring their interests above my own.**

For Homeschool Eligibility - The student/player agrees to keep his grades at a level satisfactory to his parents' academic expectations. Player Initials: _____ Parent's Initials: _____

For students in public/private school - The student/player agrees to keep his grades at a level satisfactory to his school administrator's expectations. Player Initials: _____ Parent's Initials: _____ Admin Initials: _____

Signature of Player _____ Date ____/____/____

Signature of Parent _____ Date ____/____/____

Signature of Parent _____ Date ____/____/____

(complete and return to league office)

Christian Athletic League of America Medical History

- To be completed by parent, guardian, or person over the age of 18.
- Must be signed in three places by parent, guardian, or person over the age of 18.
- A current-year physical is one given on or after April 15 of the previous school year.

Student's Name: Last _____ First _____

Sex _____ Grade _____ Date of Birth _____ / _____ / _____ Age _____

Student's Address: Street _____ City _____ Zip _____

Father/Guardian's Name: _____ Work Phone _____

Mother/Guardian's Name: _____ Work Phone _____

Home Phone _____ Family Doctor _____ Office phone _____

INSURANCE STATEMENT & MEDICAL HISTORY

Our son or daughter will comply with the specific insurance regulations of the school district.

Family Insurance Co _____ Phone # _____

Contract # _____ Policy # _____

Signature of Parent, Guardian, or Person over the age of 18: _____

HISTORY	YES	NO	HISTORY	YES	NO
Have you ever had:			Do you now have:		
Fainting			Blurred Vision		
Diphtheria			Headaches		
Scarlet Fever			Fainting		
Rheumatism			Convulsions		
Rupture			Blackouts		
Rheumatic Fever			Painful Joints		
Poliomyelitis			Backaches		
Pneumonia			Pounding of Heart		
Asthma			Shortness of Breath		
Diabetes			Frequent Urination		
Heart Disease			Cough		
Kidney Disease			Nosebleeds		
Tuberculosis			Frequent Sore Throats		
Jaundice			Stomach Pains		
Sickle-Cell Anemia					

(complete and return to league office)

PHYSICAL EXAMINATION

To be completed by the examining MD, DO, Physician's Assistant or Nurse Practitioner & returned directly to the patient. (Categories may be added or deleted; check appropriate column.)

SYSTEM	NORMAL	ABNORM AL	SYSTEM	NORMAL	ABNORM AL
Urinalysis			Thyroid		
Vision			Chest		
Blood Pressure			Lungs		
Pulse Rate			Heart		
Ears			Abdomen		
Nose			Hernia		
Throat			Genitalia Testicular Exam		
Teeth - Cavities			Neurologic		
Orthopedic			Muscular		

RECOMMENDATIONS _____

I certify that I have examined the above student and recommend him/her as being able to compete in supervised athletic activities not crossed out below.

BASEBALL - BASKETBALL - BOWLING - COMPETITIVE CHEER - CROSS COUNTRY -
FOOTBALL - GOLF - GYMNASTICS - ICE HOCKEY - LACROSSE - SKIING - SOCCER -
SOFTBALL - SWIMMING - TENNIS - TRACK - VOLLEYBALL - WRESTLING

Current-year physical is one given on or after April 15 of the previous school year.

Signature of Examiner _____ Date ____/____/____

Printed Name of Examiner _____ Phone # _____

Circle One: MD DO PA NP

MEDICAL TREATMENT CONSENT

To be completed by parent, guardian, or person over the age of 18.

I, _____, a parent, guardian, or person over the age of 18 of _____, recognize that as a result of athletic participation, medical treatment on an emergency basis may be necessary, and further recognize that league personnel may be unable to contact me for my consent for emergency medical care. I do hereby consent in advance to such emergency care, including hospital care, as may be deemed necessary under the then-existing circumstances and to assume the expenses of such care.

Signature _____ Date ____/____/____

(complete and return to league office)