



Dear Coaches, Managers and Parents of Thunder Baseball Athletes:

The Thunder Board of Directors is writing to you today in order to communicate and clarify the roles and responsibilities of a specific portion of the Thunder Baseball Organization for the 2015 season. We have identified a group of volunteers and a process to deal with Conflict Resolution. Under the Thunder Baseball League Bylaws with regard to Code of Conduct you will find the following:

#### IV.1 CODE OF CONDUCT

1. Be respectful of coaches, parent and youth at all times.
2. Give coaches, parents and youth the benefit of doubt.
3. Practice the 24 hour rule. Defined as when an emotional situation occurs on or off the field of play, wait twenty-four (24) hours before responding instead of reacting to the situation directly after the event.
4. Ask yourself, would mom or dad be proud of my words, behavior, and/or actions?

To aid with Conflict Resolution under the Thunder Baseball vision of fostering growth, development, community, and participation opportunities for the young people in our league, we have set up our organization to address issues or concerns voiced by kids, parents, coaches or others. To that end, we have put in place three Division Directors to field initial complaints and or comments.

- Division Director for the 8-10 year old group: Beau Smith (720-341-0608)
- Division Director for the 11-12 year old group: Greg Mischke (303-956-3857)
- Division Director for the 13-14 year old group: Duffy Morales (303-842-2025)

The Division Directors are responsible for resolving any conflicts between Coaches and parents before, during, and after the season. These Directors will mediate any issues that occur on or off the field and are the first level when communication between the parents and the Coach breaks down. If the Division Directors cannot solve the issues, the issue will be documented and submitted in written form to the Executive Operations Manager to review for final resolution.

Our goal is to properly address any problems before they impact the kids and their experience in Thunder Baseball.

The Thunder Board extends our sincere appreciation to you all for your participation, time and commitment in making Thunder Baseball an outstanding experience for all kids.