



BEACH SOFTBALL (“BEACH”) OVERVIEW OF THE ALL STAR PROGRAM

BEACH SOFTBALL All Star Philosophy

The BEACH SOFTBALL All Star teams recognize children who have developed, through individual effort, the ability to play softball at a highly skilled level. The selection to an All Star team is an honor for a child, requiring the selection process to be treated seriously by BEACH board members, managers, coaches, parents and players. Participation on an All Star team is a privilege and not a right for managers, coaches and players. These individuals represent BEACH SOFTBALL and the Cities of Hermosa Beach and Manhattan Beach, and they must do so with a high level of sportsmanship and integrity.

The BEACH All Star teams allow the more skilled softball players an opportunity to develop higher level skills and experiences that will prepare them for future competitive softball play. Winning is a priority at the All Star level, as it allows the teams to play more games and have a more enjoyable experience. It is not, however, a win-at-all-cost environment. Building skills, fostering teamwork and nurturing self esteem are equally important. Within the BEACH All Star philosophy, the following are appropriate:

- To expect a child to arrive at practice on time, with a desire to improve and a supportive attitude toward the team, teammates and coaches.
- To expect managers and coaches to be positive and encouraging with the players, and to respect the players as individuals and as a team unit.
- To expect managers and coaches to organize practices that improve player skills, build team unity and build individual player confidence.
- To place a child in a position on the field and in the batting order where the manager feels the team will have the best chance to succeed.
- For the manager and coach to communicate their game strategy to players in a manner that will allow them to support team goals and maintain self esteem.
- For managers to find creative opportunities to involve all players in a game as frequently as possible.
- To expect the parents of the players to be supportive of BEACH, the All Star team, other players, and the manager and coaches, with the success and well-being of the team (and not necessarily their own child’s individual success) as the primary priority.

ALL STAR TEAMS

Gold Teams

Each year, BEACH will select Gold All Star teams in each of the 14U, 12U, 10U and 8U divisions, provided that there are enough eligible players in those divisions to fill a team. The objective in selecting players for each Gold team is to form the most competitive team possible from each division, within the selection procedures outlined herein. Each Gold team will participate in a number of All Star tournaments, as selected by the BEACH Board, including the LA/South Bay ASA District Championship tournament.

Silver Teams

Each year, the BEACH Board will decide whether to form a second All Star team (Silver team) in each of the 14U, 12U, 10U and 8U divisions, based on the pool of eligible players, and those players' interest level and availability. If a Silver team in a given year and division is approved by the Board, that team will be a developmental team with players selected pursuant to procedure outlined herein. Each Silver team will participate in a number of AllStar tournaments as selected by the BEACH Board. Silver teams will participate in the LA/South Bay ASA District Championship tournament only to the extent that ASA extends multiple berths to BEACH teams (to accommodate the BEACH Gold and Silver teams in a given division), and subject to the approval of the Board.

Other

At the discretion of the Board, BEACH may select one or more 6U All Star teams to compete in post-season play. Selection of players on any 6U All Star team will not be based on the same selection criteria as the 8U-14U divisions.

ALL STAR PLAYERS

Eligibility

In order to be considered eligible for All Star team selection, players must satisfy all of the following criteria:

- Be of the following softball age (as dictated by ASA age guidelines) by division:
 - 14U: Age 13-14, or if the player “played up” during the season, age 12*
 - 12U: Age 11-12, or if the player “played up” during the season, age 10*
 - 10U: Age 9-10, or if the player “played up” during the season, age 8*
 - 8U: Age 7-8, or if the player “played up” during the season, age 6*

**Note: In order to create the strongest All Star team in each division and to maximize the chance of competitive success for BEACH, the Board strongly recommends that a player compete in her age appropriate division during All Star play, even if she played up in a higher division during the regular season. In order to “play up” in All Stars, a player should be considered one of the top players of the older division team.*

- Comply with all ASA rules and regulations regarding All Star player eligibility, including, but not limited to, the requirement to refrain from participation in any club or travel softball practices, games or other activities following March 31 of the current season;
- Participate in no less than 50% of the player's regular season team's games (including league and co-play games);
- Complete an availability survey distributed by BEACH to players in all divisions in which All Star teams will be formed;
- Have no conflicts for the dates of the ASA District Tournament (for consideration on the Gold team only); and
- Be prepared to fulfill the mandatory attendance requirements for All Star team practices and games to the extent required by BEACH officials.

ALL STAR MANAGERS

Eligibility

Individuals are eligible to manage the Gold All Star team as set forth below, and in all cases unless such an individual is ineligible pursuant to ASA rules:

- 14U Gold All Star Team Manager: Any board-approved manager or game coach from the 14U Division

- 12U Gold All Star Team Manager: Any board-approved manager or game coach from the 12U Division, as well as any manager or game coach from the 14U division whose child “played up” in the 14U division and is eligible for the 12U Gold All Star team
- 10U Gold All Star Team Manager: Any board-approved manager or game coach from the 10U Division, as well as any manager or game coach from the 12U division whose child “played up” in 12U division and is eligible for the 10U Gold All Star team
- 8U Gold All Star Team Manager: Any board-approved manager or game coach from the 8U Division, as well as any manager or game coach from the 10U division whose child “played up” in 10U division and is eligible for the 8U Gold All Star team

Individuals are eligible to manage the Silver All Star team as set forth below, and in all cases unless such an individual is ineligible pursuant to ASA rules:

- 14U Silver All Star Team Manager: Any board-approved manager, game coach or practice coach from the 14U Division
- 12U Silver All Star Team Manager: Any board-approved manager, game coach or practice coach from the 12U Division, as well as any manager, game coach or practice coach from the 14U division whose child “played up” in the 14U division and is eligible for the 12U Silver All Star team
- 10U Silver All Star Team Manager: Any board-approved manager, game coach or practice coach from the 10U Division, as well as any manager, game coach or practice coach from the 12U division whose child “played up” in 12U division and is eligible for the 10U Silver All Star team
- 8U Silver All Star Team Manager: Any board-approved manager, game coach or practice coach from the 8U Division, as well as any manager, game coach or practice coach from the 10U division whose child “played up” in 10U division and is eligible for the 8U Silver All Star team

Nominations

Notice to Candidates. Approximately seven (7) days prior to the BEACH All Star manager selection meeting, the Division Commissioners are to notify all eligible manager candidates of the dates of both the All Star manager selection meeting and the All Star player selection meeting, and solicit nominations for each of the All Star manager positions that are to be filled. It is the responsibility of each Division Commissioner to notify all managers and game coaches in his or her division of the fact that any manager and game coach is eligible to manage a Gold or Silver All Star team, and to request that the manager inform each practice coach of the fact that any practice coach is eligible to manage a Silver All Star team. Prior to or at the commencement of the All Star manager selection meeting, each Division Commissioner will confirm that he or she has provided such notice to all managers and game coaches in his or her division to insure that all interested parties are given due consideration for a particular All Star team managerial position.

Nominations. Eligible managers and coaches may nominate themselves or any other eligible manager or coach to serve as an All Star team manager. BEACH Board Members may also nominate candidates. All nominations must be provided to the Division Commissioner prior to the date of the All Star player selection meeting.

Manager Selection Considerations

Manager Selection Objective: To evaluate interested candidates fairly and to select the manager who will best represent BEACH, and who will best develop and manage the All Star team members to achieve team and individual goals.

Manager Selection Criteria: Consideration is to be based upon the breadth and strength of their personal attributes that are consistent with achieving BEACH objectives, goals and code of conduct, and allow the All Star players to be put in a position to develop as players and achieve team goals in a highly competitive environment. Specifically, the candidates will be evaluated and reviewed based upon, but not limited to, the following criteria:

- Did the candidate have any on field issues with umpires, coaches, parents where good judgment or sportsmanship was questioned?
- Will the candidate strive to know and comply with all applicable ASA and BEACH rules?
- Will the candidate be a good representative of BEACH and display the sportsmanship and fair play that BEACH seeks to demonstrate at All Star tournaments?
- Did the candidate develop his or her players' skills through the BEACH season?
- Will the candidate be able to create a positive and productive environment in practices and games for the All Star players?
- Will the candidate be able to effectively manage and lead the team in competitive game and tournament situations, which will require deploying effective game strategies including player substitutions?
- Will the candidate be able to commit the time and effort required to successfully lead the All Star team?
- Is the candidate's interest in being an All Star manager contingent on his or her child making the team, and is his or her child an All Star caliber player?

THE SELECTION PROCESS

Process Summary

The process for selecting All Star players and managers for each division will follow the steps below. Detail on each step is provided further below, to the extent not already discussed in this document.

- Identification of manager candidates
- Manager selection meeting (for each division)
 - Selection of Gold All Star manager
 - Selection of Silver All Star manager (if possible)
- Player selection meeting (for each division)
 - Selection of Gold All Star team (10 players)
 - Selection and approval of "manager pick" players (Gold team)
 - Selection of Silver All Star team (10 players)
 - Selection and approval of "manager pick" players (Silver team)
- Selection and approval of assistant coaches
 - Gold team
 - Silver team

All Star Committees

The All Star Player Selection Committee in each division will consist of the BEACH President, the BEACH Vice President, the BEACH Player Representative, the Division Commissioner, and any other member of the BEACH Board of Directors appointed by the President (collectively the "All Star Committee"). The Committee shall consist in all cases of individuals who do not have a child eligible for All Star play in the given division. The Committee shall have, including for purposes of voting, a minimum of 3 members and a maximum of 5 members.

Manager Selection Meeting

The BEACH Board of Directors shall hold a noticed meeting, during which the manager of each All Star team will be selected based upon a majority vote of the Board members present, once a quorum is present. The process below applies to the selection of a manager for each BEACH All Star team.

- Presentation of Candidates. The BEACH President, or his or her designee, shall present to the Board a list of all candidates that expressed an interest in managing each of the All Star teams under consideration
- Manager Presentations: In order to aid the Board in selecting the appropriate All Star manager for each team, the Board requests that All Star manager candidates meet briefly with the Board during the manager selection meeting to answer and address the questions and topics below. If an All Star manager candidate is unable to attend the selection meeting and speak on his/her behalf in person, he/she may submit a statement in writing to any member of the All Star Committee addressing the questions and topics below, to be read at the selection meeting.
 - Please describe how you run a practice.
 - Please give examples of how players have developed as part of teams you have managed/coached.
 - Have you ever had an uncomfortable or confrontational experience with an umpire or another manager, coach or parent during a game or practice? If so, please describe the situation.
 - Please list and describe your past experience managing or coaching an All Star team, including the league, division and year(s) managed and/or coached.
 - Please describe how you manage a softball game in which the primary objective is to win.
 - Is your daughter a Gold or Silver All Star caliber player? If so, please discuss her skills and where she ranks among top players in her division.
 - Are you available for three practices per week and all weekend tournaments (including District, State and Regional/National tournaments, if applicable) for the team you wish to manage?
- Discussion and Further Nominations by the Board: All candidates for All Star manager positions will be discussed and considered by the Board. The Board may nominate one or more additional candidates if circumstances reveal that additional candidates should be considered, but this should only be done if it becomes clear that no candidate under consideration is likely to receive support from a majority of the Board members present.
- Voting:
 - If there are more than four (4) candidates under consideration for any one managerial position, the Board shall initially vote on all such candidates by a show of hands, with each Board member allowed two votes. The four candidates receiving the highest number of votes will then be considered by the Board in accordance with the process described below for voting on four (4) or fewer candidates. In the case of a tie during the voting process to narrow the field to four or fewer candidates, the candidates that are tied for the fourth position will be voted upon by the Board, by show of hands, with each member receiving one vote, and the candidate receiving the highest number of votes will be among the four (4) candidates considered in the next round of voting.
 - When there are four (4) or fewer candidates under consideration, the Board shall vote on the candidates in succession, by a show of hands, with each Board member having one vote. Prior to this vote, the board may briefly discuss the remaining candidates again, if further discussion is necessary. The candidate receiving the fewest votes after the first round of such voting will be eliminated from the ballot for the next round of voting. This process will be repeated until such time as there are two candidates remaining.
 - When there are two candidates, or once the number of candidates has been narrowed to two candidates, the Board shall vote by way of secret written ballot as to those two candidates, and the candidate receiving the highest number of votes shall be selected as the All Star manager. In the case of a tie following the voting for the last two candidates, the Board will vote a second time in an attempt to break the tie. If the tie is not broken after the second vote is taken, then the President, Vice President and Player Representative shall select the All Star manager from the two remaining candidates.

- **Counting of Ballots:** Ballots are to be counted by the President, Vice President and Player Representative. The next most senior Board member in terms of consecutive years of service on the Board shall count votes if a Board member who otherwise would count votes is a candidate to manage the All Star team under consideration.
- **Conflicts of Interest:** Any Board member who is a candidate to be an All Star team manager may attend the Board meeting and participate in the initial discussion of the candidates. If a Board member has a conflict of interest as to his or her candidacy, then the Board member must leave the room when there is a discussion of his or her qualifications to manage, and he or she must not be present during the voting process or participate in the actual voting on the managerial candidates as long as he or she remains one of the candidates under consideration. Such a Board member may, however, address the Board on his or her own behalf and/or express his or her views regarding other candidates, prior to excusing himself or herself from the meeting. In the event two or more Board members are candidates for the same managerial position, each such candidate shall excuse himself or herself for part of the discussion prior to the voting to allow all other Board members to discuss his or her qualifications outside of the presence of the candidate. If at any time the Board member is eliminated as a candidate by way of the voting process described above, he or she may rejoin the meeting and vote on the remaining candidates. A Board member that is a candidate to serve as an All Star team manager for one team is not precluded from participating in the discussions or voting upon the candidates for any other team in which he or she is not a managerial candidate. If any Board member is related by blood or marriage to any candidate, such member is considered to have a conflict of interest and is excluded from the voting and discussions involving his or her relative in the same manner that the candidate with a direct conflict of interest would be excluded.

Player Selection Meeting

The All Star Committee and each regular season team manager in the division (or his or her representative) will attend a meeting to select the All Star players for the division.

The Selection of the Gold All Star team will take place as follows.

- **Player Nomination:** Division managers will each nominate candidates from their spring regular season teams to be considered for the Gold All Star team. There is no limit to the number of players that a manager may nominate, provided the nominated players meet all of the eligibility criteria.
- **Discussion:** Once all of the nominated players have been named, managers shall provide all information relevant to an All Star selection process, including, but not limited to: player statistics, player ratings, description of player strengths and weaknesses, and discussion of player attitude and family cooperation. In general, Gold All Star candidates should be “A” rated players in the top 25% skill level or higher of the division. The All Star Committee may also reference players’ responses to the availability survey. In this phase of the selection process, it is appropriate for all managers and committee member to ask questions and clarify information about individual players, so as to result in the most informed decisions possible, when it comes time to vote.
- **Voting:** Division managers (or their representatives) will each vote by secret ballot for 10 player candidates. To the extent the number of teams in a division is fewer than five (5), the All Star Committee (as a unit) will also complete one ballot. Voters may vote for any eligible player, whether or not she was nominated by a manager. At the discretion of the All Star Committee, voting may alternatively take place on a “consensus” basis, where managers (or their representatives) vote for a group of up to 10 player candidates. Such consensus vote may be done by show of hands or secret ballot, also at the discretion of the All Star Committee.
- **Counting the Ballots:** At the conclusion of the voting, or as soon thereafter as practical, the ballots will be counted by at least two members of the All Star Committee. Based on total votes received, the top ten (10) eligible players selected by the managers will be on the All Star team. In the case of a consensus vote, the group of player candidates supplied for the vote shall be approved if that group has received a majority of the votes. In the event of a tie for any number of places on the team, division managers (and the All Star Committee, if applicable) will vote on a new ballot of the candidates who tied in the original

vote. In the case of a tie on the tie-breaker vote, or a tie in any consensus vote, the All Star Committee will break the tie, whether or not the All Star Committee had an original vote in the process. In the case of a consensus vote that does not receive a majority, or that does not yield a group of 10 elected player candidates, the process will be repeated, either as a vote on individual players or as a consensus, at the discretion of the All Star Committee, to fill the remaining available places on the team, not to exceed 10 total players elected.

Following the selection of the 10 Gold All Star players, the Gold All Star team manager and the All Star Committee will consider Manager Picks as described below under “Selection and Approval of Manager Pick Players.” Thereafter, the All Star Committee and each regular season team manager (or representative) in the division will select 10 Silver All Star players from the group of all remaining eligible players, according to the process described above. Following selection of the Silver All Star team, the Silver All Star team manager and the All Star Committee will consider Manager Picks as described below under “Selection and Approval of Manager Pick Players.”

Selection and Approval of Manager Pick Players

Following the selection of the 10 Gold All Star players, the Gold manager may propose to add an additional player or players (each a “Manager Pick”) to their teams. Initially, any Manager Picks will be considered for the Gold team by the Gold All Star team manager and the All Star Committee according to the following requirements.

- Manager Picks may not increase the team roster to more than 13 players, with a strong preference for no more than 11 players. It is strongly encouraged that teams carry as few players as necessary in order to manage playing time most effectively. Any Manager Pick added to an All Star team should be seen to fill a need not otherwise filled by the players already selected to the team.
- The original ballots completed by the voting regular season managers will be considered in the discussion of Manager Picks, but Manager Picks need not be the players with the next highest number of votes from the manager ballots. In evaluating whether to add a Manager Pick, the All Star Committee and the All Star team manager will consider specific team needs for overall competitiveness and team balance recognizing the format, position needs, and game rules of All Star tournaments.
- If the All Star team manager and the members of the Committee cannot unanimously agree, a vote will be taken among the All Star team manager and the Committee members to determine the number and selection of these additional players. In the case of a tie, the President, Vice President or Player Representative, in that order, will break the tie. To the extent none of the aforementioned Officers is on the All Star Committee, due to conflict or otherwise, the All Star Committee member who has the most consecutive years of service on the Board will break the tie.

Selection and Approval of All Star Coaches

Following selection of the All Star team, the All Star Manager will present up to three (3) All Star coach candidates for approval by the BEACH Board. All coach candidates must have passed an ASA background check and should have participated as a manager, game coach or practice coach in the current season.

Replacement Players and Call-ups

If it is determined that a player selected for the Gold All Star team will no longer be able to play for the team, due to injury or otherwise, and as a result a specific team need exists, as determined by the Gold All Star manager and the All Star Committee, a player may be added in accordance with the procedure set out in “Selection and Approval of Manager Pick Players.”

If a Gold team replacement player: (i) is selected from the Silver team, or (ii) if it is determined that a player selected for the Silver All Star team will no longer be able to play for the team, due to injury or otherwise, and as a result a specific team need exists, as determined by the Silver All Star manager and the All Star Committee, a player may be added to the Silver team in accordance with the procedure set out in “Selection and Approval of Manager Pick Players.”

Prior to a District, State, Regional or National tournaments, the All Star manager may call up players in accordance with the procedure set out in "Selection and Approval of Manager Pick Players," and to the extent of roster limitations set forth by the directors of those tournaments.

POST SELECTION MATTERS

Results

The results of all balloting will be sealed and delivered to the President, and will be announced at a later date in accordance with applicable ASA rules and BEACH policies. Only the players and managers selected will be announced. The number of votes received by a player or manager will not be revealed at any time.

All Star Player, Manager and Coach Attendance Requirement

The selection to an All Star team is an honor and privilege, and players, managers, and coaches are expected to treat their responsibility seriously by attending practices and games. If a player, manager, or coach cannot meet the mandatory attendance requirement, their position on the All Star team should be taken by a player or coach that can attend practices and games.

Players, managers, and coaches are expected to attend most, if not all, scheduled practices and are expected to attend all games through the expected completion of the LA/South Bay ASA District Tournament, and if the team qualifies, the completion of ASA State, Regional and/or National tournaments. It is recognized, however, that some players will miss a few practices and perhaps a game or two depending on how far the team advances. To be eligible for an All Star team, a player may not be absent for any games of the ASA District Tournament. Because of the objective to be successful as a team in tournament play and the risk that specific bright line rules regarding attendance at practices may result in unintended consequences for an All Star team, there will be no predetermined minimum attendance requirements for All Star team practices, other than an understanding that players must attend a sufficient number of practices to be considered a meaningful contributor to the team. The All Star team manager, in consultation with the Committee, will determine the extent to which players will be required to be available for All Star team practices for each All Star team.

If a player, manager or coach is unable to meet the minimum attendance requirements for the team, such individual will be eliminated from consideration for the All Star team. This decision will not be dependent on whether the player is voted onto the team by the players or managers. Players' families, managers, and coaches must be honest and forthright about the ability to meet the mandatory attendance requirement. Failure to do so may result in the removal of the player, manager, or coach from the All Star team and will impact future consideration for All Star player, manager, and coach positions. Whether to remove a player, manager, or coach from the team, for failure to be honest and forthright about the ability to meet the mandatory attendance requirement, will be decided by a vote of the BEACH Executive Board. Extenuating circumstances such as an injury, illness, death in the family, or a family emergency (or business emergency for managers and coaches) may be excused by the BEACH Executive Board.

In order to assist in evaluating a player's ability to meet the mandatory attendance requirement, All Star managers must prepare, and distribute to parents, a practice schedule no more than seven days after the All Star player selection meeting.

All Star Player Fee

Each year the BEACH Board will decide the amount to charge each player's family for participation on the All Star team. The purpose of the fee is to offset BEACH costs associated with tournament participation fees, uniforms, and equipment. Each player's family must pay the fee to BEACH before the player starts practicing with the All Star team. Financial assistance may be available from BEACH for any family lacking financial resources.

Mandatory All Star Parent Meeting

At least one parent of each All Star player must attend a mandatory meeting with the All Star manager, President, and selected appointments by the President. It is expected that this meeting will be a part of the regular team meeting and not a special meeting. The purpose of this meeting is to prepare the parents for the All Star experience. The agenda for the meeting should include:

- BEACH All Star philosophy.
- The responsibility of representing BEACH SOFTBALL and the Cities of Hermosa Beach and Manhattan Beach.
- Attendance requirements for practices and games
- Parent expectations versus team goals
- Dealing with the expectations of the children and their successes and failures.
- A discussion of All Star rules.
- The manager's coaching and discipline philosophy.
- Documentation needed for All Star play.
- The use of professional coaches, if applicable.
- All Star supplies (e.g., uniforms, helmets, visors, socks, jackets and pins), and the cost to the families for All Star supplies.

If a family emergency arises, a make-up meeting will be scheduled. Failure of a parent to attend the regular or make-up mandatory meeting will result in the removal of the player from the All Star team.

Mandatory All Star Player Meeting

Every All Star player must attend a mandatory meeting with the All Star manager, President, and selected appointments by the President. The purpose of this meeting is to prepare the players for the All Star experience. The agenda for the meeting should include:

- BEACH All Star philosophy.
- The responsibility of representing BEACH SOFTBALL and the Cities of Hermosa Beach and Manhattan Beach.
- The importance of sportsmanship.
- Attendance requirements for practices and games.
- A discussion of All Star rules.
- Playing softball where winning is important and team goals receive a priority over individual goals.
- The manager's coaching and discipline philosophy.
- The practice schedule and the appropriate attitude.
- The use of professional coaches.

If a family emergency arises, a make-up meeting will be scheduled. A player's failure to attend the regular or make-up mandatory meeting will result in the removal of the player from the All Star team.

All Star Team Uniform

BEACH will supply a jersey, socks, and a visor. Visors are optional while playing defense. All players must wear the All Star team uniform supplied by BEACH during All Star games.

MISCELLANEOUS

Nothing herein shall serve to waive any of the ASA rules pertaining to the selection or removal of All Star managers, coaches or players. To the extent anything herein is determined to be contrary to any ASA rules, the ASA rules shall govern.

Other than public discussions and communications necessary to properly evaluate the candidates, communications discussed in this memorandum or communications approved by the Board, members of the Board shall keep all conversations, predictions, results, and conclusions confidential.