

P.O. BOX 623 SALEM, MA 01970



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## **SALEM LITTLE LEAGUE CONSTITUTION**

*Amended January 10, 2024*

### **ARTICLE I – NAME**

This organization shall be known as Salem Little League referred to herein as the Local League or SLL. League ID Number: 02211515

### **ARTICLE II – OBJECTIVE**

#### **SECTION 1**

The objective of Salem Little League is to allow the children of Salem, MA a safe place to play baseball or softball without regard to race, gender, or ability to pay. Our goal is to have the players learn sportsmanship, respect for authority and develop friendships that last a lifetime.

#### **SECTION 2**

To achieve this objective, SLL will provide a supervised program under the Rules and Regulations of Little League Baseball Inc. Directors and members shall bear in mind winning games is secondary to the players learning and simply playing the game.

In accordance with section 501-c-3 of the Federal Internal Revenue Code, SLL will operate exclusively as a non-profit educational organization providing a supervised program of competitive baseball and softball games. No part of the earnings shall benefit any private individual. Salem Little League will not attempt to intervene or participate in any political campaign on behalf of any candidate for public office.

### **ARTICLE III – MEMBERSHIP**

#### **SECTION 1**

##### **Eligibility**

Any person interested in active participation to further the objectives of SLL may apply to become a member.

#### **SECTION 2**

##### **Members**

- a. Player Members. Any player meeting the requirements of Little League Regulation IV shall be eligible to participate. Player members have no rights, duties, or obligations in the management or in the property of Salem Little League.
- b. Volunteer member. Any adult person who is recognized as a volunteer by SLL. A volunteer must have completed a background check, been nominated by the President and accepted by the Board. Volunteer members of Salem Little League automatically include all current managers, coaches, volunteer umpires,

board members and special advisors. (2022)

Volunteer Members in good standing are eligible to vote on league matters brought to the General Membership. Volunteer members will not be eligible to vote on board matters. Volunteer Members are considered to be in good standing unless a) disciplined by the board and have had their Membership privileges suspended temporarily, or revoked for the remainder of the year or b) did/have not completed their duties and responsibilities they themselves volunteered for, as determined by the Board. (2022)

Any adult person who is the parent or legal guardian of a player member are welcome to attend any open meetings of the league in an observation capacity but has no rights (voting or otherwise), duties, obligations, or membership privileges until applying for and becoming a Volunteer member. Parents are not counted when determining if a quorum has been achieved. (2022)

Player Members will not be allowed to attend meetings of the Board of Directors without prior notification and permission from the President of his/her designee. (2022)

- c. Any volunteer of SLL which includes managers, coaches and Board of Directors who leave SLL voluntarily or are removed involuntarily, must apply for reinstatement to the current SLL Board to exercise their right to run for or be appointed for a board position.

### **SECTION 3**

#### **Other Affiliation**

- a. Any member should not be actively engaged in the promotion and/or operation of any other competing baseball/softball program during the Salem Little League season. (2022)

### **SECTION 4**

#### **Suspension or Termination**

Membership may be terminated by resignation or action of the Board of Directors as follows.

- a. The Board of Directors, by a two-thirds vote of those present at any duly constituted Board meeting, shall have the authority to discipline, suspend or terminate the membership of any Member of any class, including managers, coaches, and other volunteers when the conduct of such person is inconsistent with the values of Little League Baseball, Incorporated and is considered detrimental to the best interests of the players, Salem Little League and/or Little League Baseball, Incorporated. The Member involved shall be notified of such meeting, informed of the general nature of the charges, and be given an opportunity to appear at the meeting to answer such charges.
- b. The Board of Directors shall, in case of a Player Member, give notice to the Manager of the team for which the player is a Player Member. Said Manager shall appear, in the capacity of an adviser, with the player before the Board of Directors or a duly appointed committee of the Board of Directors. The player's parent(s) or legal guardian(s) may also be present. The Board of Directors shall have full power to suspend or revoke such player's right to future participation in the Local League by two-thirds vote of those present at any duly constituted Board meeting.
- c. If membership dues are collected, Members who fail to pay their fixed dues may, by a two-thirds vote of the Board present at any duly constituted Board meeting, be dropped from the rolls and shall forfeit all rights and privileges of membership. The Board of Directors will establish the number of days within which applicants have to pay membership dues as part of the annual Policies and Procedures which shall be voted on at the first Board meeting of each fiscal year.

- d. In the event of the resignation, illness, removal, or death of a member of the Board of Directors, the balance of the board will elect a replacement member. The process shall be to open the office to the Volunteer Members for nominations at the next scheduled meeting. If an existing board member is nominated to the vacant position, he/she must first resign their present position to be eligible for the vacancy, forfeiting all rights as a board member. The Board of Directors will then elect the new member(s) by majority vote. If no Volunteer Member is nominated, the Board may appoint the new member. The President may call a special meeting for this purpose.
- e. In the event of the resignation, illness, removal or death of the League President, the office shall be opened to a current member of the Board of Directors and elected by a majority of the Volunteer Membership at the next regularly scheduled general meeting. Most senior vice President shall assume the duties of President until a replacement is elected.
- f. In the event of a vacancy, the President, or in his absence, the Executive Vice President, may opt to nominate a person to fill a board vacancy (or manager vacancy) via email to the board for a vote via email. This process shall allow all board members to have their vote heard, versus attempting to have a quorum on a short notice, short agenda, special meeting. The President can also nominate up to 3 Special Assistants to the board via email as well. Should a board member not know enough about the candidate being voted on, they can choose to not vote by email. A vote to approve or deny the appointment can only be achieved if a quorum is achieved by vote.
- g. Complaints from outside sources concerning SLL personnel should be directed to either the President or appropriate league director. Upon evaluation of the complaint, either party should notify the Board of Directors for further discussion. No action, investigation or otherwise shall take place without the approval of the Board and without notification of the person in question.
- h. The Board of Directors shall have the authority to discipline any member whose actions they deem detrimental to Salem Little League. In the event time constraint prohibits notification of the board, the President along with the appropriate Vice-President and league director can discipline any volunteer, but must, within 24 hours make a full report to the board.
- i. Managers/coaches failing to live up to their responsibilities, such as attending scheduled meetings and behaving in an appropriate manner can be subject to disciplinary action by the Board which may include revocation of voting rights and/or dismissal. Before any manager/coach is dismissed, he/she is entitled to a hearing before the board.
- j. Player agent, working with the league director shall be responsible for any issue concerning a player that cannot be resolved by the team manager. Any disciplinary action taken against a player, such as suspension will be reported to the player agent and league director (2017).

## **ARTICLE IV – Meetings of The Board and of The Membership**

### **SECTION 1**

The Board of Directors shall meet monthly or as many times during the league year as deemed necessary by the President. Meetings of the Board of Directors shall be open to any member of the general public, with the exception of Player Members, unless given specific permission as described in Article III, Section 2c. Notice of meetings shall be posted to the SLL website and social media outlets. (2022)

The Board of Directors, at the discretion of the presiding director, shall reserve the right to call an Executive Session before, after or during any meeting of the Board of Directors. Executive Sessions will be closed to the public, unless otherwise specified by the presiding director. (2022)

A quorum for a regularly scheduled meeting shall be as follows: 50 percent of the membership, or: 50 percent of entire Board of Directors (elected and appointed combined), or more than 50 percent of the elected Board of Directors.

The presiding director shall, at every meeting, create an agenda item for matters from the public. The presiding director shall have the discretion to limit the time that each speaker may have. (2022)

## **SECTION 2**

Absentee Ballot. A member who cannot attend the annual election, an absentee ballot may be requested and obtained from the Secretary of the League. It must be returned in a sealed envelope prior to the election.

## **SECTION 3**

The Annual Meeting of the League is to be held on the second Wednesday of each September at 6:30pm. Nominations for all offices shall be heard at any scheduled board meeting between July 1 and September 1. Nominations may also be submitted via email to the entire sitting board during the same months. It is the responsibility of the applicant to confirm receipt of their candidacy. A member will run for a specific position on the board. (2024)

- a. The Board of Directors shall be composed of no less than seven and no more than 15 individuals and must include positions required by Little League International. The President can nominate up to 3 Special Assistants, who are then approved by the current Board of Directors. Special Assistants are not voting members of the board. Any division with 4 or more teams will be required to have a director. Any division with 3 or less teams will be directed by the Vice-President of that league. If a division grows greater than 10 teams as assistant director will be authorized. (2022)
- b. Elections will be held the first meeting in September, term to run October 1st to September 30th each year to match fiscal year.
- c. It is preferred, but not required that the office of President be a non-manager. A manager can run for President only with approval of the board.
- d. To be eligible to run for the office of President or Executive Vice President, a member must have served on the Board of Directors in the previous/current league year or served in any capacity on the board for at least two years within five years of the election.
- e. Anyone who wishes to manage a team in the Division in which they are also a Director may do so with the approval of the Board of Directors and a majority vote. This shall apply to the competitive Divisions of Senior/Junior Softball, Major Baseball, Major Softball and Minor Baseball.

## **ARTICLE V – BOARD OF DIRECTORS**

### **SECTION 1**

#### **Authority**

The management of the property and affairs of SLL shall be vested in the Board of Directors.

### **SECTION 2**

#### **Vacancies**

Refer to Article III, Membership, Section 4.

### **SECTION 3**

#### **Board members**

- a. Board of Directors will appoint a Director of 'Fall-Ball'.
- b. Coaching coordinator shall be appointed by the board.
- c. League directors shall address issues in their division. Managers who need assistance shall request it from their director first. If the director is unavailable, the manager shall contact their vice-President. If the vice President is not available, manager shall contact the President.
- d. A board member involved in managing or coaching a team on the field cannot act in their capacity as a board member if an issue arises during that game. He/She would report any issue in the same manner any other manager or coach would.
- e. Board members can vote via email in one-off situations as motioned by the President, Executive Vice- President, or Treasurer in matters such as appointing vacancies, immediate expenditures needing board approval, etc.

This vote by email can speed up the process, eliminating delays in calling a meeting, achieving a quorum, etc. Should a board member not know enough about the situation being voted on, they can choose to not vote by email. A vote to approve or deny the motion can only be achieved if a quorum is achieved by vote. Vote via email cannot be used in any volunteer disciplinary situations.

- f. Board members shall not be eligible to win any prize or reward in league sponsored raffles, contests or drawings.

## **ARTICLE VI – COMMITTEES**

### **SECTION 1**

#### **Definition**

All committees shall be appointed by the Board of Directors. The Chair of each committee shall make a report during Board of Directors' meetings. (2022)

### **SECTION 2**

#### **Rules**

- a. The Rules Committee shall accept rules and bylaw change proposals at any time. Each year, rule proposals submitted before the Annual Meeting of the League shall be considered for the following

season. Any rules and bylaw change proposals received after the Annual Meeting of the League shall not be considered for the following season. (2022)

- b. The Rules Committee shall only accept constitution change proposals from the Volunteer Membership during Meetings of the Board between September 1 and October 31 of any given year. (2022)
- c. The Rules Committee shall review all rules and bylaw change proposals to determine where each should go for approval before final passage. This process may begin at any time after the Annual Meeting of the League in October of each year. (2022)
- d. The Rules Committee may vote to reach a consensus on a recommendation to the appropriate body for review. Recommendations of the Rules Committee shall not be binding, nor shall they be considered as final passage of any rule and bylaw change proposal. (2022)
- e. Rule and bylaw changes made during the Little League year shall be reviewed by the Rules Committee, then further reviewed by either the Board of Directors or the appropriate league managers for passage before going before the Volunteer Membership for final approval. Rule and bylaw changes that receive final approval shall take effect in the immediate subsequent season. (2022)
- f. Individual divisions will hold a meeting prior to January to discuss and vote on all new rule proposals for that division. Approval means that proposal will be eligible to be voted on by the Volunteer Membership for final approval (2006, 2012, 2015). Any division which fell below four teams in the previous season shall have their rule and bylaw proposals heard by the Board of Directors before being passed on to the Volunteer Membership for final approval. (2022)
- g. Any rule and bylaw change proposal for T-Ball, Farm Baseball and Farm Softball will be discussed and voted on by the board. Approval means the proposal will be passed to the Volunteer Membership for final approval. (2022)
- h. Rules and bylaws pertaining to the league, or constitutional items will be discussed and voted on to be passed to the Volunteer Membership by the Board. For a constitutional change proposal to reach the Volunteer Membership for a vote, it must pass the terms prescribed in Article X – Amendments. (2022)
- i. For a playing rule to pass onto the Volunteer Membership for final approval it must first be approved by the majority of the managers in that league. This applies only to Major Baseball, Major Softball and Senior Softball. Managers who cannot attend the meeting may still vote on any rule proposal brought up at the September and October meetings. Results should be recorded by the league director.
- j. Managers eligible to vote must have either managed a team in the league the previous season or been newly appointed as a manager for the upcoming season.
- k. Approved rules changes must remain in effect for two years after being approved and shall automatically be proposed for the following season when the rule process starts, unless the Board determines the rule to be detrimental to the league. (2022)

### **SECTION 3**

#### **Finance**

The finance committee shall accept proposals from the General Membership and shall submit, as soon as possible, at the end of each fiscal year a program for raising funds for the coming year. The program is to explain in detail the means and methods used in raising the funds.

- a. All members shall support the finance committee in the implementation of all programs. Investment of Little League funds other than day-to-day expenditures must be approved first by the finance committee and then by the Board of Directors.

### **SECTION 4**

#### **Equipment**

The Equipment Committee shall keep an inventory of all equipment and issue adequate amounts to the managers of each team. Managers must sign for all equipment.

- a. At the end of the season, the committee will inspect all equipment for needed repairs and/or replacement. All requests for repair or replacement will be made to the Finance Committee and orders will be placed as early as necessary.
- b. All equipment used shall fit Little League specification. Any bat or glove may be used, regardless of whether it says "Little League Approved", as long as it falls under the Little League guidelines.
- c. Uniforms that are being used for the next playing year must be returned at the end of the season in good condition allowing for normal wear and tear. Players who do not return uniforms or who do not make payment for lost or damaged uniforms will not be allowed to play in the system the following season.

### **SECTION 5**

#### **Draft and Registration**

The draft and registration committee shall be responsible for conducting registrations, tryouts, drafts and clinics. Two days will be scheduled for league tryouts.

- a. All players, including players who have played in the system the previous year, must register during the times set forth by the draft and registration committee. The Board of Directors has the authority to make exceptions to address issues such as illness, new residence, or a lack of adequate advertisements of registration dates.
- b. New applicants must present documentation as prescribed in the Little League Rules, Regulations and Policies handbook for Residency and School Attendance Eligibility and Age Requirement. Donations will be solicited and accepted, but no applicant may be refused for failure to make a donation.
- c. Tryouts are mandatory for all draft-able players in all leagues.
- d. Prior to the tryouts, drafting managers shall be provided with a list of all candidates. All new sign-ups eligible to be drafted into the Major League must attend tryouts for the Major League.
- e. Managers shall be provided with appropriate player evaluations. Minor Baseball, Farm Baseball,

Minor Softball, and Major Softball, at the close of the season, review the ability and attitude of the players for whom they were responsible. Players shall be graded according to a system prescribed by the draft and registration committee and a written report shall be filed with the League Directors. No information shall be given out to any persons outside of Salem Little League.

- f. Annual registrations will be conducted in January, February, and March.

## **SECTION 6**

### **Public Relations**

The Public Relations Committee will be responsible the liaison between Salem Little League and the local community. Press releases, both print media and online must first be approved by the league President.

- a. Public Relations Committee also is responsible for parade day and annual team/individual pictures.

## **SECTION 7**

### **Concession Stand**

Concession stand manager is responsible for buying and stocking of food and supplies, working the stand, cleaning of the stand at the beginning and end of the season, and getting paid or volunteer help during course of the season. Pay rate to be determined by board

## **ARTICLE VII – AFFILIATION**

### **SECTION 1**

#### **Charter**

The Charter Committee of Little League Baseball Inc., Williamsport PA. on December 7<sup>th</sup> 2011 approved the request allowing Salem American League and Salem National League to be merged into one league with a single charter for the 2012 season and beyond. 'The East Region Office shall monitor the growth and development of this league, and at such time that the growth, league numbers and player/team numbers dictate, divisional format/status may be enforced.' Signed Corey Wright, Asst. Eastern Region Director for Little League Baseball and Softball. (2012)

- a. Salem Little League will apply annually for a charter from Little League Baseball, and do what is necessary to maintain such charter. Salem Little League will not be affiliated with any other program or organization.

### **SECTION 2**

#### **Rules and Regulations**

The Official Playing rules and regulations as published by Little League Baseball, Inc. Williamsport PA shall be binding on Salem Little League

### **SECTION 3**

#### **Local Rules and Bylaws**

The local rules, ground rules and bylaws of Salem Little League shall be adopted by the Board of Directors no later than the board meeting held in February, and cannot be in conflict with rules regulations and policies of Little League Baseball Inc., nor in conflict with the constitution. Local rules, ground rules and/or bylaws of Salem Little League expire at the end of each fiscal year and are not considered part of this constitution.



## **ARTICLE VIII – FINANCIAL AND ACCOUNTING**

### **SECTION I**

#### **Authority**

The Board of Directors shall decide all matters pertaining to the finances of the League and shall place all income in a common league treasury, directing the expenditure of funds in such a manner as will give no individual or team an advantage over another.

### **SECTION 2**

#### **Solicitations**

The board shall not permit the solicitation of funds in the name of Little League Baseball Inc., unless all funds raised are placed in the League treasury.

- a. Individual team fundraisers are not allowed. Any violation of this rule shall result in immediately disciplinary action by the Board of Directors, which may include reprimand or dismissal.

### **SECTION 3**

#### **Compensation**

No director or member of SLL shall receive, directly or indirectly any salary or compensation from the league for services rendered as Director, Officer or member. Reimbursement will be given for any approved expenditure by the treasurer with a receipt.

### **SECTION 4**

#### **Fiscal year**

The fiscal year for Salem Little League begins October 1<sup>st</sup> and ends Sept 30<sup>th</sup>.

### **SECTION 5**

#### **Dissolution**

SLL may be dissolved with two successful passages of a resolution to dissolve the league, each passage requiring a 2/3<sup>rd</sup> vote of the members of the Board of Directors at two consecutive special meetings of the League.

An attempt shall be made to notify all members known to be in good standing of proposed dissolution. Notice of proposed dissolution, shall be posted for 2 successive weeks on the league website and Facebook page before each of the two meetings during which dissolution shall be voted on.

- a. Upon dissolution of the Local League and after all outstanding debts and claims have been satisfied, the members shall direct remaining property of SLL to another Federally Incorporated entity which maintains the same objectives as set forth in Article II of this constitution which are or may be entitled to exemption under Section 501-(c)-(3) of the Internal Revenue Code or any future corresponding provision.

## ARTICLE IX – AMENDMENTS

- a. This constitution shall not be amended, repealed or altered, in whole or in part (heretofore known as changes or changed) until a 3/4 majority is reached by vote of the Board of Directors to first open the Constitution for discussion and potential changes. The ¾ majority shall be reached by a vote to those directors that are in attendance at a Board of Directors meeting. The vote to open the Constitution cannot occur without a quorum (see **Article IV – Meetings of The Board and of The Membership – Section 1 – Quorum**). If a ¾ majority as described above is achieved, subsequent proposals to change or amend the Constitution may move forward.
- b. Once opened, any changes properly motioned and discussed must then receive a 2/3<sup>rd</sup> majority approval vote of the Board of Director members in attendance to pass and move forward to be voted on by the Volunteer Membership as prescribed in **Article VII – Committees – Section 2 - Rules**.
- c. Any proposed change to the constitution shall be submitted in writing to the Board of Directors, and must include the name and phone number and/or email address of the person submitting the change proposal. Change proposals to the Constitution by the Volunteer Membership must follow the rules process in **ARTICLE VII - COMMITTEES - SECTION 2—Rules** with those proposals being submitted each September and October at the board meetings. The members of the Board of Directors may propose to open the constitution and propose and discuss a constitutional change at any time during the year, as deemed necessary, as long as it follows guidelines set forth in **Article X – Amendments – a) and b)** as stated above.
- d. The Constitution shall remain open until the Board of Directors votes to close it. The vote to close the Constitution shall require a quorum (see **Article IV – Meetings of The Board and of The Membership – Section 1 – Quorum**) and a simple majority of the Board of Director members present.

This Constitution was approved by the Salem Little League Volunteer Membership on:  
Wednesday, January 10, 2024.



David Gauthier, President

Little League ID Number: 02211515

Federal ID Number: 04-2993605