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**Britton's Bullpen Baseball Organization  
Parent/Player Handbook**

Team First!



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## Mission Statement | Goals

We are a team first organization!

Our goal is to provide our players and parents with a great baseball experience, with a professional feel and environment. This is only feasible with the cooperation from our parents, who must first put their trust into our organization and our developmental philosophies. We are driven to lead our coaches in the development of our players, on and off the field.

Mission Statement - Our mission within our baseball organization is to provide players with the opportunity to succeed on the field of play, but more importantly help them build character traits that will be essential in being successful in life.

Philosophy - We feel it is vital to develop a great work ethic. We are confident in our teaching techniques and realistic approach for our teams and each individual player. We believe it is also important that each player is given a transparent view of playing time and playing situations.

A great work ethic + good character + extensive player development + supportive parents = Winning

- We will respect the game of baseball
- We will win with class and lose with class
- We emphasize working hard and at the end of the year we should have more wins than losses
- We feel it is more important to teach our players how to deal with defeat, rather than emphasize a loss

Our goal is to provide a “no nonsense” approach for our ball players. As an organization, we will not entertain any type of the following distractions from parents, coaches, or players that will include but are not limited to:

- Player or parent bullying
- Delinquency
- Crying
- Throwing of equipment
- Showing up a coach, teammate, or opponent including: trash talk, bat flips, excessive celebrations, concerns on social media

- Player tardiness
- Theft
- Jealousy
- Our parents will applaud and be supportive of each other's accomplishments
- There is no room in our organization for jealousy of fellow players, or fellow players accomplishments

We ask players to hold each other accountable for each other's actions. This includes on the field as well as off the field. We will encourage our players to speak up and be leaders. This does not mean that everything our players say and do will be correct, but the emphasis is to teach them to be leaders and be vocal. We will help correct our players as we progress throughout the season, but please be understanding of this process.

### Statistics

- Each team will need parent participation keeping our score books using the Game Changers app. Statistics are kept private and only the coaching staff will be allowed to access the statistics.

### League Ball

- At our 12u and below levels we do not discourage anyone from playing with their local league. Please keep in mind it will be difficult to get better as a team if players are not attending our practice during the regular season. Committing to play in our organization means you're committing to practice
- At our 13u and above levels we strongly discourage our players from participating in league ball
- Players and parents must report pitch counts and innings pitched for any baseball activity outside of Britton's Bullpen

### Pitching Philosophy

- Our overall goal is not to win championships at a youth level, but to teach our players how to play the game the best way possible with respect and good character. We will not over use a player to pitch. We will have certain pitchers on each team that will throw more than others, but we will follow strict pitch counts and pitching policies that are non-debatable
- Our number one job for our pitchers is to protect their arms and give them a chance to pitch at a higher level later in their career

- We will condition our pitchers after outings where a certain pitch count has been reached
- Any managers or coaches who do not follow pitch counts will be subject for removal.

### Management Team

Phil Britton (618-388-1000)

- Owner and President
- General Manager
- Roving Coach/Instructor

Andy Britton (618-843-0994)

- Head Grounds Keeper
- Sound Technician

Michelle Schafer

- Assistant General Manager

Lindsey Morris (618-392-7326)

- Apparel and Design
- Online Sales

### Evaluators

- Ryan Jones, Rick Willis

### **Job Titles and Descriptions :**

General Manager | What to expect:

- Honest and realistic answers to questions asked
- Evaluate players and their progress
- Evaluate manager and coaches progress
- Host coaching clinics for the managers and coaches with mandatory attendance
- Maintain a productive atmosphere for our players to succeed
- Educate our coaches and parents on why certain baseball decisions are made

Assistant General Manager | What to expect:

- Honest and realistic answers to questions asked
- Handle parent conflict issues
- Handle playing time issues
- Create line up suggestions

- Assist in evaluating players
- Assist with job interviews
- Assist in performing manager(s) and coach(es) evaluations

### Apparel and Design

- All BB apparel designs
- Online/in store custom orders
- Individual player personalization
- Managing the online team shop

### Managers jobs and responsibilities (but are not limited too)

- Enforcing all code of conduct & organizational policies
- Enforce pitchers post-game run and stretch
- Hotel booking for teams
- Follow up with hotel staff before check out for any parent, or player misconduct issues
- Schedule double headers WITH umpires
- Schedule 2 practices per week off-season
- Schedule 1-2 practices per week in-season
- Must report all scheduled practices and games to the management team
- Plan pregame workouts and fundamentals
- Handle all post game work and plans
- Delegate responsibilities to coaching staff
- Collect uniform and player profile information and report to secretary
- Create line ups
- Keeping dugout focus
- Creating post game summaries
- Create a substitution plan
- Inform each player of their particular job for each individual game if they are starting as a substitute
- Pitch counts will vary from pitcher to pitcher depending on the player types and condition a player is in
- It is the managers responsibility to communicate with parents on each individual players pitch count and comfort zone

## Individual Cost (Fee)

Initial fee covers (does not include any of the team expenses covered by fundraising)

- Pinstripe top
- Pinstripe bottom
- Hat
- Helmet
- Practice top

8u | \$300

9u | \$400

10u | \$400

11u - 12u | \$600

13u - 14u | \$800

15u - 17u | \$700

### PAYMENT OPTIONS

Option 1: ACH withdrawal of \$100 per month until the total is reached. (Example: A player on the 12u team requires an automatic withdrawal of \$100 debited from the player/parent checking account for 6 continuous months beginning in September and finishing in February totaling the \$600 player fee.)

Option 2: Two payments. 1st half payment due in September and the 2nd half payment due in February. (Payment dates TBD)

A discount of \$100 per sibling will be offered if multiple siblings are playing within the organization.

- We strongly encourage a minimum of 2 instruction hours per month in the months of January-April to track progress and make sure our players are improving in their personal development



- There may be several tournaments that will be mandatory for each team to be present at; this allows the GM a chance to see multiple teams in the same day. Each team will have the independence to play as many or as few baseball games as they decide on, depending on the money raised.
- Our goal at the 12u level and below is to play at least half our tournaments locally.
  - The 8u-12u season will finish by the first week of June
  - The 13u and 14u season will finish by the end of June
  - The 15u-18u season will finish by mid July

## **Season overview**

### **8U - 11 man roster**

- April - 2 tournaments
- May - 3 tournaments
- June (optional) - 1 tournament

#### Season Cost Breakdown

- 6 tourneys @ \$300 per = \$1,800
- Insurance = \$150
- 8 indoor practices @ \$100 per = \$800
- Bag \$60 x 11 players = \$660
- End-Of-Season Banquet = \$300
- Projected team total expenses = \$3,710

### **9U - 11 man roster**

- April - 2 tournaments
- May - 3 tournaments
- June - (optional) - 1 tournament

#### Season Cost Breakdown

- 6 tourneys @ \$400 per = \$2,400
- Insurance = \$150
- 8 indoor practices @ \$100 per = \$800
- Bag \$60 x 11 players = \$660
- End-Of-Season Banquet = \$300
- Projected team total expenses = \$4,310

### 10U - 11 man roster

- April - 2 tournaments
- May - 3 tournaments
- June - 1 tournament

#### Season Cost Breakdown

- 6 tourneys @ \$450 per = \$2,700
- Insurance = \$150
- 8 indoor practices @ \$100 per = \$800
- Bag \$60 x 11 players = \$660
- End-Of-Season Banquet = \$300
- Projected team total expenses = \$4,610

### 11U - 12 man roster

- April - 3 tournaments
- May - 3 tournaments
- June - 1 tournament

#### Season Cost Breakdown

- 7 tourneys @ \$450 per = \$3,150
- Insurance = \$150
- 8 indoor practices @ \$100 per = \$800
- Bag \$60 x 12 players = \$720
- End-Of-Season Banquet = \$300
- Projected team total expenses = \$5,120

### 12U - 12 man roster

- April - 3 tournament
- May - 3 tournaments
- June - 1 tournament

#### Season Cost Breakdown

- 7 tourneys @ \$450 per = \$3,150
- Insurance = \$150
- 10 indoor practices @ \$100 per = \$1,000
- Bag \$60 x 12 players = \$720
- End-Of-Season Banquet = \$300
- Projected team total expenses = \$5,320

### **13U - 13 man roster**

- April - 3 tournaments
- May - 3 tournaments
- June - 1 tournaments

#### Season Cost Breakdown

- 7 tourneys @ \$450 per = \$3,150
- Insurance = \$150
- 10 indoor practices @ \$100 per = \$1,000
- Bag \$60 x 13 players = \$780
- End-Of-Season Banquet = \$300
- Projected team total expenses = \$5,380

### **14U - 13 man roster**

- April - 3 tournaments
- May - 3 tournaments
- June - 1 tournaments

#### Season Cost Breakdown

- 7 tourneys @ \$450 per = \$3,150
- Insurance = \$150
- 10 indoor practices @ \$100 per = \$1,000
- Bag \$60 x 13 players = \$780
- End-Of-Season Banquet = \$300
- Projected team total expenses = \$5,830

### **15U - 18U 14 man roster**

- June - 4 tournaments
- July - 3 tournaments
- Depending on number of high school varsity players and available start date

## Season Cost Breakdown

- 7 tourneys @ \$800 per = \$5,600
- Insurance = \$150
- 10 indoor practices @ \$100 per = \$1,000
- Bag \$60 x 14 players = \$840
- End-Of-Season Banquet = \$300
- Projected team total expenses = \$7,890

### **Fundraising Share Obligations (per each player)**

In addition to the player fee, each player will be responsible for meeting the Fundraising Share Obligation. Fundraising opportunities are structured to help alleviate the overall expense to play and participate. If a team does not have money in their account, parents and players may be asked by each manager of their team to split costs to play games, whether it is double headers or tournaments.

Mandatory amount to be raised per player to cover team expenses:

- 8u - \$350
- 9u - \$400
- 10u - \$500
- 11u - \$500
- 12u - \$500
- 13u - \$600
- 14u - \$600
- 15u - \$600
- 16u - \$600
- 17u - \$600

All remaining money in each teams' account will be rolled over to the following year to cover future expenses.

Each individual team will be responsible for raising the amount of money needed to pay for (but not limited to) their own:

- Fundraising bills
- Raffle expense
- Banner expense
- Alternate Jersey
- Tournament fees
- Double headers or games (umpires)
- Field rental fees
- Team Baseballs and Bats
- Pullovers, Warm-ups, Bags
- Indoor practices
- Line up cards
- Approved team functions

The management team must first approve all uniform, equipment, apparel and team function purchases. Although each team has some independence; we still require our teams to follow an organizational uniform policy.

**Fundraising Options** | Listed below are fundraisers in which we setup for our players and teams in our organization.

- Raffle drawing
  - All money and ticket stubs need reported to the team's manager
- Team banners
  - Each individual team will be given the opportunity to sell advertising space on a traveling banner, as well as a banner that will hang inside of Britton's Bullpen
  - Each space will sell at \$150
  - Business names, family names and memorials will be allowed on each banner
  - It will be mandatory that each team hang the banners at each event/tournament/ball game
- Online Store
  - The online apparel shop will be a source of fundraising. 20% of your total order will go directly towards the individual players fundraising share obligation.

- Gun Raffle  
-Each team will be able to have their own gun raffle
- Laundry Detergent  
-Each individual team will be given the opportunity to sell laundry detergent. 50 % of the total detergent sales will go towards the individual fundraising share towards that players fundraising. (Ex: player sells \$1,000 of detergent, \$500 of the \$1,000 is credited towards that players share obligation)

It is the manager's responsibility to communicate with parents on the team's financial needs.

The GM and Assistant GM will be required to prioritize expenses that the team's money will be needed for:

- Tournaments
- Double headers
- Umpire Fees
- Bags and helmets
- Alternate uniform
- Equipment
- Apparel (pullovers, warm-ups)
- Team meals

### **Playing Time**

**WE WILL NOT DISCUSS OTHER PLAYERS ABILITIES OR PLAYING TIME.**

- If a player has a concern with playing time, the manager/coach will discuss the concern with the player first. Talking to the coach about playing time will not produce more playing time, but will give the player an opportunity to work at what will help better themselves as a player.
- We do not guarantee equal playing time.
- Tournament/game cancellations due to inclement weather or not having enough players is something we cannot control. We will do our best to make-up scheduled games.

## Pitching Policies

### Absolutes:

- We pride ourselves on taking care of our player's arms and not over throwing our players to avoid injury. Our pitch counts and pitching policies are non debatable.
- An 8-10 minute run or sprints will be required after an outing in which a starting or relief pitcher has thrown more than 45 pitches. This will apply to ages 11u and above.
- Each pitcher will be required to go through a full body stretch after each outing.
- If the pitcher has been substituted from the game, and is not scheduled to re-enter, that pitcher may be required to run and stretch as soon as they are removed from the lineup.
- The 8-10 minute run or sprints is to help reduce soreness and cramping which will aid in quicker recovery.
- The best way for our catchers and pitchers to develop into proactive thinking baseball players is to call their own game. Using this method, our pitchers and catchers will make mistakes and make wrong pitch calls and pitch selections. This is perfectly normal and will be accepted. We will educate our pitchers and catchers as best we can, on how to call correct pitches in specific situations.

### Pitch Count Limits by Level

#### Spring limits

- 9u- 40
- 10u- 45
- 11u- 50
- 12u -50
- 13u - 55
- 14u -60
- 15u- 65
- 16u - 70
- 17u - 75
- 18u - 75

## Mid season limits

- 9u - 50
- 10u - 55
- 11u - 60
- 12u - 65
- 13u - 75
- 14u - 85
- 15u - 85
- 16u - 85
- 17u - 85
- 18u - 85

The manager will select a coach or parent too keep track of pitches using a clicker. We keep a strict pitch count. Each player will not be allowed to go over our allotted pitch count unless otherwise directed from the GM or assistant GM. If a pitcher throws less than 30 pitches in an outing, that pitcher will be available to pitch the following day, if agreed upon by the parents and the player.

## Parent Code of Conduct

Any questions or situations must first be addressed or communicated by the player with the manager of the team. The team's manager will handle all issues or situations for each team and report each issue to the management team as needed. We will absolutely not tolerate any parents, fans, or players yelling or screaming at teammates, umpires, players of another team, coaches of another team, or fans of another team. Doing so may result in suspension or a termination from the team. Playing with class is one of our main priorities, and if our players or parents act in a disrespectful, classless way at the ballpark, appropriate actions will be taken. We may ask a fan to leave the seating area if a fan becomes a distraction. Our goal is to set up an environment for each player to succeed and gain more knowledge of the game with good sportsmanship and character. Outside distractions will hinder the development of our players and will not be tolerated.



The manager of each team will have the authority to ask a parent to leave the seating area if he/she feels it is in the best interest of the team.

### Playing time

- Playing time and game strategy will NOT be up for discussion between the players, coaching staff, management team, and parents
- Only the PLAYERS will be able to communicate their playing time concerns with the manager. This will not result in more playing time immediately, but will give our players information regarding what they can do to help the team, and better themselves.

### Social Media

- Any negative comments, pictures, or gestures referring to the Britton's Bullpen Organization, tournament hosts/directors, other teams or players, will be grounds for immediate removal from our organization without any discussion.

### Hotel

- Any issues with the hotel staff needs to be reported to the manager as soon as possible, it is not the parent's responsibility to take care of team issues at the hotel (i.e. a hotel staff member harassing players). The manager will resolve the issue.
- Parents and players will not be allowed to use hotel property for other uses than what that object is intended for (i.e. racing luggage racks in a hotel parking lot. Throwing pool chairs into the swimming pool)
- Player curfew is to be determined by the manager
- Everyone who is checked into the hotel will be responsible for the actions of their own children. We will not allow our player's families to freely run throughout the hotel
- Parents will be asked to leave the lobby of the hotel by 11:00p unless directed otherwise
- Parents will respect each hotels quiet time policy

- Adult beverages will be permitted in and around the hotel, only if poured into a cup. We will not tolerate beer cans and trash laying around the lobby of the hotel and seating area

## Ballpark

- Any issues at the ballpark involving the host of the tournament will need to be reported to the manager of each team.
- Never enter the dugout or playing field for any reason, this includes player siblings. Understand that players are not allowed to leave the dugout during the game
- Never coach from the stands. This includes calling pitches

## Umpires

- Our manager will be the only individual to communicate with umpires, regardless of the situation. We will not tolerate parents talking, yelling, screaming or making sarcastic remarks to umpires
- We teach our players to ask and know each umpires individual name. We ask our players to try to build relationships with umpires and communicate well with them. We teach them that umpires are no different than players, they have personalities and feelings, and can be right as well as wrong, which is no different than players and parents. Umpires are an important part of the game, but not the most important part of it. The emphasis always needs to revolve around our players and not umpires. The manager will take care of any issues with umpires as needed
- If an umpire communicates with a manager about a fan being disrespectful, you will be asked to leave the seating area with no questions asked

## Opposing Players

- We will not tolerate any of our fan(s) taunting, jeering, yelling or screaming at other players, regardless of the situation
- We encourage our fans to applaud great plays made by opposing teams as well
- If there are opposing players disrespecting our team's property, or our players, report it to our manager of the team and proper action will be taken. It is not our parents responsibility to address opposing team issues

## Our Players

- We encourage our parents to help remind our players of our code of conduct and dress code when we are together as a group. Our code of conduct and dress code policy is only as good as our parental support.

## Disciplinary Action

- Our overall goal is to go out and play good baseball and enjoy the summer. If parents disrespect our organization with selfish actions and violate our code of conduct, we will bench and or suspend players. It is a very simple policy, respect our organization and what we stand for, or your child does not play

## Player Code of Conduct

- Our players will be held accountable for their actions. Our player code of conduct only works if our parents help enforce and demonstrate respect of it.
- We will teach our players to respect each other on and off the field. We will not tolerate a player "showing up" another player. Nobody is better than anyone else
- It needs to be clear, we will pull a player during the middle of the game with no hesitation if the player is showing up another on or off the field

## Cell phones

- Players may be asked to turn in cell phones prior to baseball events

## Hotel policy and Dress Code

- Players will be required to wear collared shirts and closed toed shoes to all team functions unless a staff member directs them otherwise. No athletic shorts can be worn with collared shirts

Examples of places that our dress code must be followed but not limited to:

- Every time a player enters or exits the hotel (players will change into a uniform in the dugout or in the vehicle)
- Any time you go out to eat in a public place before or after a game
- Any team function unless otherwise directed
- Curfew at Manager's discretion
- In your own hotel room by 10:00 pm, unless otherwise directed
- No running/yelling in the hallways or letting doors slam on the door latches
- Shirts and shoes will be required at all times when entering and leaving the swimming pool area

## Dugout behavior

- Never leave the dugout during a game
- We will not tolerate inappropriate behavior in the dugout
- Distractions in the dugout will result in limited playing time and disciplinary action.

## Practice Attire

- Each player will be required to wear grey pants and a team workout shirt unless notified otherwise

## Disciplinary action

- Our disciplinary actions are not debatable
- We believe in conditioning our players as part of our disciplinary action. We will condition our players if we feel they are disrespectful, causing dramatic issues within the organization, or not giving a good effort
- By using this method, we feel we are able to teach our players to be accountable for their own actions as well as others
- We feel that it is our job to make sure we get a good effort, on the field as well as off the field, each and every day. If they fail to give a good effort, we will make sure we get an effort out of them through conditioning. We will condition them to make up for a lack of effort. This often applies to the whole team in most cases. We will win as a team, lose as a team and condition as a team.

## Parent and Group Participation

- We will need parent participation and volunteering to help meet our overall goals for the season. Listed are a few scenarios in which we will ask parents to help but are not limited to:
  - Traveling with banners and making sure they get hung at games & removed
  - Field work
  - Car pooling
  - Aiding in the housing of players during weekend tournaments on rare occasions
  - Working fundraisers
  - Keeping a scorebook
  - Organizing between-game meals for the players



## Team Apparel

Standard Uniform  
Practice Jersey  
Baseball Hat  
Helmet





Britton's Bullpen, Inc.  
1809 S Whittle Ave | Olney, IL 62450  
[www.brittonsbullpen.com](http://www.brittonsbullpen.com) | 618.388.1000