



2026-2027 SPORTS & PARENT HANDBOOK

Champions Driven by Honor

Christ-centered athletics • Clear expectations • Safe participation • One family handbook

Version 3.3

APPROVED AND EFFECTIVE - SEPTEMBER 14, 2026

2026-2027 EDITION

Version 3.3 - APPROVED AND EFFECTIVE SEPTEMBER 14, 2026. This handbook is the family operating guide for Elizabeth City Crusaders athletics. Full bylaws, recorded Board actions, adopted policies, and applicable league rules control when this handbook summarizes them.

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Compiled from Crusaders bylaws, Board actions, adopted policies, the participant handbook, season procedures, and current organizational information for the 2026-2027 season.



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Elizabeth City Crusaders — 2026-2027 Sports & Parent Handbook

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Foreword

Welcome to the Elizabeth City Crusaders. Whether this is your first season with us or your family has been here for years, this handbook is meant to make participation easier: one place to understand who we are, how a season works, what your family can expect from us, and what we ask from you in return.

The Crusaders is a volunteer-driven, Christ-centered athletic organization. That identity shapes how we compete and how we treat people. We expect hard work, accountability, correction, discipline, prayer, sportsmanship, and reconciliation. We also expect adults to protect children, leaders to stay within their authority, parents to use the correct communication lane, and athletes to represent the program with honor.

You do not need to memorize any of this. For day-to-day questions, start with Band and the section that matches the issue in front of you. For an ordinary concern, use the communication lane described here. For a safety concern, act promptly. When you need the exact policy behind a handbook summary, the Public Policy Library points you to it.

SIMPLE RULES TO REMEMBER

This handbook is designed to guide your family through the situations we can reasonably anticipate, so there is no need to guess. Use the communication lane described here so the right volunteers can help. Keep disagreements out of rumor, gossip, the stands, parking lots, and social media; put serious concerns in writing so they can be addressed carefully and fairly.

Handbook Map - Start Here

WHY THIS MATTERS — Think of this page as the front desk. If you are trying to register, find the right contact, understand a fee, ask about playing time, report a safety concern, or locate the full policy behind a rule, this map points you in the right direction without making you read the handbook cover to cover.

Part of the season	What this handbook answers
Before the season	Mission • Crusaders Way • who is in charge • registration • fees • roster placement • forms
During the season	attendance • practices • games • playing time • volunteer service • Band • transport • uniforms
If something goes wrong	injury • safety report • fight • bullying • parent concern • spectator removal • appeal • external-team issue
At the end	uniform return • participation-credit/fee closeout • awards/banquet • feedback • records
Need the legal/full text?	Use the Public Policy Library near the end of this handbook.
Sponsors / community support	How sponsorships are handled • current sponsor recognition • where a prospective sponsor should be referred

AUTHORITY ORDER

1) Bylaws and applicable law; 2) recorded Board actions and adopted policies; 3) this Board-approved handbook; 4) current league rules for league-specific competition/eligibility; 5) authorized season/team instructions within delegated authority. A summary in this handbook never overrides the fuller controlling document.

Quick Contacts and Correct Lane

Not sure who to ask? Start here. Sending a question to the right person usually gets a faster answer and keeps a small issue from becoming a frustrating one.

Question	First contact
Routine team question	Head coach
Schedule / arrival / practice time	Band first, then coach or authorized Scheduler
Playing time / role / strategy	Wait 24 hours, then head coach privately
Unresolved athletics issue	Athletic Director; while vacant, Board-designated athletics lead
Safety / abuse / grooming / threat / serious incident	Immediate safety response + Safety & Compliance/Board; emergency services when needed
Fees / payment / hardship	Treasurer / Board
Governance / policy / appeal / organization-wide concern	Board — ecitycrusadersboard@gmail.com



Question	First contact
General family contact	ecitycrusaders@gmail.com

1. Mission, Identity, and Christian Foundation

WHY THIS MATTERS — Sports are what bring us together, but they are not the whole reason the Crusaders exists. This section explains the Christian foundation beneath the program and the mission that should shape the way we compete, coach, serve, communicate, and care for one another.

Mission. Elizabeth City Crusaders exists to provide competitive athletics in a Christ-centered environment that develops athletic skill, character, leadership, perseverance, teamwork, integrity, and faithful conduct.

The organization historically describes itself as more than sports: a community in which athletes, coaches, parents, and volunteers build relationships while pursuing excellence and representing Jesus Christ. Competition matters, but winning is never permission to abandon truth, sportsmanship, safety, humility, or Christian witness.

An activity or team becomes an official Crusaders program only after it has been formally authorized and communicated through an official Crusaders channel.

1.2 Statement of Faith Summary / Quick Reference

Why this matters: Our job as the Elizabeth City Crusaders is bigger than sports. We exist to build young men and women into disciples of Jesus Christ. That means we must be absolutely clear about what we believe, why we believe it, and how we teach it. This Statement of Faith is the foundation for everything we do - from coaching and devotions to how we speak online - and it protects our kids, our volunteers, and our mission.

1. The Bible: The Bible - the 66 books of the Old and New Testaments - is God's Word. It is true, trustworthy, and the final authority for everything we teach and do. Because God is the Author, we reject ideas that treat Scripture as myths, anonymous writings, or changing traditions. We read it plainly, in context, and teach only what it actually says - no speculation, no "hidden meanings." We use accurate translations (NASB, ESV, KJV/NKJV, LSB), and NIV is acceptable if it is the only one available. Paraphrases like The Message or NLT are not used for teaching.

2. God - Father, Son, and Holy Spirit: We believe in one God who has always existed as three distinct Persons: the Father, the Son (Jesus Christ), and the Holy Spirit. The Father is Creator, Sustainer, and loving Father who adopts us into His family. Jesus is fully God and fully man. He lived without sin, died for our sins, rose from the dead, and reigns as Lord. The Holy Spirit is God's presence with us. He gives new life, produces spiritual fruit, equips us for service, and never contradicts Scripture. We reject modalism, Arianism, and any teaching that denies Jesus' deity or resurrection.

3. Humanity and Salvation: All people are made in God's image, but sin has separated us from Him. We cannot save ourselves. Salvation is a free gift - by grace alone, through faith alone, in Christ alone. True faith leads to a changed life.

4. The Church: All true believers make up one church - God's family. We welcome believers from any biblically grounded background and do not promote one denomination as better than another. Baptism and the Lord's Supper are signs of the Gospel, not ways to earn salvation.

5. Mission: Jesus commanded us to share the Gospel and make disciples. Everything we do - on and off the field - should point people to Him. We teach the truth in love, reject watered-down messages, and avoid anything that replaces the Gospel with politics or activism.

6. Christ's Return: Jesus will return bodily to judge the living and the dead and make all things new. Christians disagree about how end-times events unfold, and we do not promote any one timeline. We teach the essentials: Christ will return, there will be a resurrection, final judgment is real, and eternity is coming.

7. How We Teach: We speak where Scripture speaks and remain silent where it is silent. Every doctrinal point taught in a Crusaders setting must be supported by Scripture in context. We avoid speculation and treat God's Word as authoritative. When a leader is unsure about a topic, the right step is to pause and request doctrinal review.

8. How We Live: Following Jesus means living a life of worship - not just on Sundays but in everything we do. The Holy Spirit grows love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control in us. Our conduct should reflect the Gospel we preach.

Bottom line: This summary is meant to be short, plain, and useful for families. The full Elizabeth City Crusaders Statement of Faith and Teaching Standards is maintained with the Board's policy records as the fuller doctrinal reference.

On secondary doctrinal questions not addressed by the Statement of Faith and not necessary to the ministry or operation of the Crusaders, the organization does not impose a denominational position. Families remain free to teach those matters at home and in their local church according to Scripture.



2. The Crusaders Way - Champions Driven by Honor

WHY THIS MATTERS — A team culture is easier to live when everyone has the same words for it. The Crusaders Way gives athletes, parents, coaches, and volunteers six simple traits to come back to when competition gets hard: courage, coachability, determination, discipline, honesty, and humility.

Historical Crusaders athlete materials repeatedly use the phrase “Champions Driven by Honor.” This handbook restores that language as the simple culture standard for athletes, coaches, parents, and volunteers.

Pillar	What it looks like	Scripture
Courage	Do what is right when it is hard; face challenges without fear controlling your choices.	Joshua 1:9
Coachability	Listen, learn, receive correction, and apply instruction instead of resisting it.	Proverbs 22:6
Determination	Keep working through difficulty, setbacks, fatigue, and slow progress.	Galatians 6:9
Discipline	Practice self-control, prepare faithfully, make sacrifices, and accept consequences.	Hebrews 12:11
Honesty	Tell the truth, own mistakes, communicate openly, and do not manipulate facts.	Proverbs 19:20-21
Humility	Put team and others before ego; give credit, remain teachable, and serve.	Philippians 2:3-4

CDH

Courage + Coachability = CHAMPIONS. Determination + Discipline = DRIVEN. Honesty + Humility = HONOR. The goal is not merely to wear a Crusaders uniform, but to represent the program in a way consistent with those six traits.

2.1 Daily Athlete Self-Check

- Am I willing to be courageous today?
- Am I being honest about what I did well and what I need to improve?
- Am I choosing humility and putting teammates before ego?
- Am I willing to be coached and corrected?
- Am I determined enough to keep working when it is hard?
- Am I disciplined enough to accept both the rewards and consequences of my choices?



3. Who Is in Charge - and of What?

WHY THIS MATTERS — You should never have to guess who can answer a question or make a decision. This section shows how coaches, athletics leadership, and the Board fit together so your family can start in the right place and get help without being bounced around.

The Board governs the organization as a body. Each Director has a primary area of oversight, while the Athletic Director and coaches handle day-to-day athletics within the authority delegated to them. No individual title replaces the authority of the Board acting together on matters reserved to the Board.

Role	Primary lane
Board of Directors	Mission, policy, major finances, corporate governance, major discipline/appeals, program authorization, high-level safety/risk, appointments and accountability
Athletic Director	Day-to-day athletics, coach oversight, ordinary family concerns, serious incident escalation, outside-program athletics contact, season operations
Head Coach	Practices, lineups, playing time, strategy, athlete instruction, ordinary team discipline, attendance expectations, team communication
Scheduler / assigned coordinator	Maintains and communicates the approved master calendar; does not independently create programs or bind the organization
Parents / athletes	Follow the handbook, team rules, Band notices, conduct standards, safety instructions, fee/Family Participation Credit requirements, and the correct communication lane.

[Full policy: 2.2 - Board of Directors / Governing Body - see Section 31 Public Policy Library.](#)

3.1 Current Board Leadership

Position	2026-2027 status
President Director	Jon Miller
Vice President Director	Vince Dunn
Treasurer Director	Jayme Hennessy
Safety & Compliance Director	Clint Demuth
Secretary Director	Vacant
Interim Secretary / records function	Clint Demuth - interim coverage while the Secretary Director position remains vacant
Athletic Director	Vacant - Board-designated athletics coverage is used until the position is filled

Because leadership can change during a season, the current Board/Band notice controls if this roster later changes. The Secretary Director position is presently vacant; Clint Demuth is providing interim secretary/records coverage while continuing to serve as Safety & Compliance Director.

3.2 Director Role References

Detailed Board and Athletic Director role descriptions are available in Section 31 if your family ever needs the full authority or responsibility language.

4. The Crusaders Season - Start to Finish

WHY THIS MATTERS — A season is much easier when families know what comes next. This section gives you the big picture - from registration and team placement through practices, games, participation credit, and season closeout.

Step	What happens
1. Program becomes official	Board/authorized leadership confirms sport, leadership, facility, insurance/finances, and season framework.
2. Registration opens	Family uses the current Band/authorized registration notice and completes the required first payment no later than October 5, 2026.



Step	What happens
3. Eligibility and forms	Family completes required age/grade/schooling/league information, emergency information, acknowledgments, and any sport-specific forms.
4. Assessment / team placement	Coaches/athletics leadership assess roster fit and capacity. Returning athletes are not automatically guaranteed a roster spot.
5. Team onboarding	Athlete receives team communication, schedule access, uniform/equipment instructions, coach expectations, and volunteer information.
6. Practices and games	Attendance, conduct, playing-time, safety, communication, and facility rules apply throughout the season.
7. Family Participation Credit checkpoint	Family checks approved volunteer hours and fundraising/sponsorship offsets before January 15 and pays any remaining balance due.
8. Season close	Return uniforms/equipment, close any balance, attend awards/banquet if offered, and complete feedback/evaluations when requested.

DO NOT RELY ON LAST YEAR

Registration links, fees, sports offered, coaches, practice nights, league rules, venues, volunteer opportunities, and roster sizes can change. The current authorized Band notice controls operational details for the current season.

5. How a Team, Camp, Event, or Season Becomes Official

WHY THIS MATTERS — Good ideas are welcome, but families also need to know when an idea has actually become a Crusaders commitment. This section explains how teams, events, fundraisers, sponsorships, and facility arrangements become official so you know which announcements you can rely on.

Crusaders activities use the Crusaders name, reputation, insurance, facilities, funds, volunteers, and child-safety responsibilities. For that reason, no person may independently create or publicly announce a Crusaders team, camp, clinic, tournament, fundraiser, sponsorship commitment, or facility arrangement.

Before a program is represented as official, the appropriate leadership must confirm the program itself, responsible leader/coaches, location and schedule, safety requirements, registration process, finances/fees if any, insurance needs, equipment, and any league or facility conditions.

HOW AN IDEA BECOMES OFFICIAL

Bring a new team, event, fundraiser, sponsorship, or facility idea to authorized Crusaders leadership before money is collected, dates or roster spots are promised, commitments are made, or the activity is announced as Crusaders business. Once the needed approvals are in place, the official opportunity will be communicated through an authorized Crusaders channel.

Full policy: [4.8.1 - Skills Development and Open Introduction Camp Policy](#) - see Section 31 Public Policy Library.

5.1 Sponsorships and Business Support

WHY THIS MATTERS — Local businesses and supporters can be a major help to Crusaders families and programs, but no family, coach, or volunteer should have to guess what they are allowed to promise on behalf of the organization.

Crusaders may accept approved monetary and in-kind sponsorships. The Board may establish standard sponsorship levels and benefits that authorized representatives can offer during the season.

Families are welcome to help identify and contact potential sponsors, and approved sponsorship funds may count toward Family Participation Credit when applicable. However, no individual family, coach, volunteer, or Director may independently promise advertising, signage, exclusivity, naming rights, or another benefit that has not been authorized by Crusaders.

Sponsors support the organization; they do not receive control over team placement, playing time, coaching, discipline, safety decisions, Board decisions, or organizational policy.

Full policy: [3.2.1 - Sponsorship Guidelines and Naming Rights](#) - see Section 31 Public Policy Library.



6. Registration, Eligibility, Assessments, and Rosters

WHY THIS MATTERS — This is the front door to the season. Here you will find what to submit, how eligibility is confirmed, what assessments are for, and what registration does - and does not - guarantee about roster placement.

6.1 Registration Checklist

- Use the current official registration link or form - not an old screenshot or prior-season form.
- Provide accurate athlete name, birth date/grade, schooling/education status, parent contacts, emergency contacts, and requested medical/safety information.
- Complete the current handbook/code/safety/media/league acknowledgments required for the sport.
- Complete the required \$100 first payment per athlete no later than October 5, 2026 (or at registration if registering after that date), unless a written Board/Treasurer arrangement applies.
- Watch Band for assessment, practice, roster, and uniform instructions.
- Notify leadership promptly if contact, emergency, medical, or eligibility information changes.

6.2 Eligibility

Families from homeschool, private-school, public-school, and qualifying hybrid/Christian education settings may inquire and register for consideration. Final eligibility is determined under the organization's current governing documents and the applicable league rules for the sport; registration by itself does not guarantee eligibility.

Age and grade rules, transfer restrictions, outside-school or outside-program participation, roster deadlines, and required eligibility documents can be league-specific. If there is any uncertainty, ask before the athlete participates elsewhere or before assuming eligibility.

6.3 Team Placement

The Crusaders is a competitive program. Registration does not guarantee a roster spot, team level, position, starting role, or playing time. Returning athletes do not own a future roster position. Team placement can consider age, eligibility, skill, safety, roster balance, coach assessment, attendance expectations, capacity, and the needs of the program.

If a sport uses assessments or tryouts, the purpose is placement and readiness, not public ranking or humiliation. Families should receive the resulting placement through an authorized private/team communication lane.

7. Athlete Participation Fee, Family Participation Credit, Refunds, and Hardship

WHY THIS MATTERS — We want the cost of participation to be easy to understand before your family commits. The total fee is \$200 per athlete: \$100 is due no later than October 5, 2026, and the second \$100 is due January 15, 2027. Families can reduce or fully offset that second payment through approved volunteer hours, fundraising, sponsorships, or any combination of those options. This section gives the quick answer; Appendix A keeps the detailed tracking rules in one place when you need them.

2026-2027 PARTICIPATION FEE - AT A GLANCE

\$200 per athlete total. \$100 is due no later than October 5, 2026. The second \$100 is due January 15, 2027 and may be reduced or fully offset through approved volunteer hours, fundraising, sponsorships, or a combination. See Appendix A for the full tracking rules and examples.

When / requirement	Amount or credit	Rule
By October 5	\$100 per athlete	Due no later than October 5, 2026, unless a written Board/Treasurer arrangement applies.
January 15, 2027 balance	\$100 per athlete	Pay it normally, earn approved offsets, or use a combination of both.



Leadership service	Full participation credit	Qualifying Directors, the Athletic Director, approved head coaches, and approved assistant coaches receive full participation credit for covered children; see Section 7.3 / Policy 3.3.1.
Volunteer service	\$10 per approved hour	Ten approved volunteer hours satisfy one \$100 January 15 athlete balance.
Fundraising / sponsorship	Approved dollars received	Approved, attributable funds received by the Crusaders count dollar-for-dollar toward the household obligation.
Full details	Appendix A	Explains game-day hours, service-project hours, business outreach, mixed offsets, household use, tracking, and no-cash-value rules.

7.1 The Simple Version

The total participation fee is \$200 per athlete. The first \$100 is due no later than October 5, 2026. The second \$100 is due January 15, 2027. Ten approved volunteer hours equal \$100 in offset credit for one athlete. Approved fundraising and sponsorship dollars received by the Crusaders count dollar-for-dollar toward the family's remaining January 15 obligation. Families may combine volunteer hours and dollars raised. The full mechanics and examples are in Appendix A. Qualifying leadership families receive full participation credit under Section 7.3.

7.2 Earning and Using Credit

Approved game-day service, service-project work, documented business outreach, fundraising, and sponsorship activity may qualify. Game-day hours are counted for each family member actually serving. At approved service projects, each participating parent/guardian or Crusaders youth earns credit for the time actually served. For approved business outreach, every three documented businesses contacted for raffle donations or sponsorship opportunities counts as one volunteer hour. Crusaders will track the approved hours and attributable fundraising/sponsorship dollars. Credit has no cash value and stops once the household's remaining participation obligation is satisfied.

7.3 Leadership Service Credit

WHY THIS MATTERS — Coaches and organizational leaders often give substantially more volunteer time than the normal Family Participation Credit requirement. Crusaders recognizes that service directly rather than requiring those families to complete a second volunteer obligation on top of the work they are already doing.

Children of active Crusaders Directors, the Athletic Director, approved head coaches, and approved assistant coaches receive full participation credit for each otherwise eligible dependent child during the season while that individual is actively serving in the qualifying role and remains in good standing.

This does not guarantee a roster position, playing time, team level, or any other athletic preference. It simply recognizes substantial volunteer service toward the family's participation fee.

The credit has no cash value and applies only while the qualifying service continues.

Full policy: [3.3.1 - Leadership Service Participation Credit Policy](#) - see Section 31 Public Policy Library.

7.4 Refund Standard

- If the Crusaders does not offer the athlete a roster spot after registration/assessment, the registration payment for that sport will be refunded.
- Once a roster spot is offered and accepted, or the athlete begins participating with the team, fees are generally nonrefundable because season costs are committed. The Board may approve an exception for unusual hardship, program cancellation, or another equitable reason.
- Dismissal for discipline does not create a refund right.
- If the Crusaders itself cancels a program, the Board/Treasurer will determine an equitable refund after identifying any nonrecoverable program costs already incurred.

7.5 Financial Hardship

A family with a genuine hardship may privately contact the Treasurer/Board before a deadline to ask whether a payment arrangement, scholarship assistance, delayed payment, or equivalent service option is available. Assistance is not guaranteed and depends on available resources and Board authority. Financial information should be handled on a need-to-know basis.



8. What Crusaders Expects from Parents and Guardians

WHY THIS MATTERS — We know parents, athletes, coaches, and volunteers all want to pull in the same direction. Youth sports are at their best when the adults make that easier, not harder. These are the everyday habits that help coaches coach, athletes grow, volunteers serve, and families enjoy the season without unnecessary confusion.

- Support the Christian mission and do not undermine it during Crusaders activities.
- Model sportsmanship toward athletes, coaches, officials, opponents, volunteers, host facilities, and other families.
- Read Band and respond to required forms, schedule changes, volunteer requests, and team notices.
- Get athletes to activities on time and communicate unavoidable absence or lateness as early as possible.
- Allow coaches to coach. Do not coach from the stands, direct lineups, interrupt the bench, or demand game-time explanations.
- Use the 24-hour rule for ordinary competition concerns and use private, respectful communication.
- Report safety, abuse, threat, grooming, or serious injury concerns immediately rather than waiting 24 hours.
- Supervise younger siblings and guests you bring to Crusaders activities.
- Protect the facility: remain in approved areas, follow host rules, and help leave the area cleaner than it was found.
- Satisfy the family's January 15 participation obligation through approved Family Participation Credit or pay the remaining balance by January 15, unless a written Board/Treasurer arrangement applies.
- Do not take an internal Crusaders dispute to another team, coach, official, church/facility partner, public review, or social-media campaign instead of using the internal process.

9. Parent and Spectator Conduct at Games and Events

WHY THIS MATTERS — Games can get exciting - sometimes very exciting. We want families cheering hard while still giving athletes, coaches, officials, and opponents an environment that is safe, respectful, and worthy of the example we want our children to follow.

9.1 Expected

- Cheer positively and keep comments about athletes age-appropriate and respectful.
- Respect officials even when you disagree with a call.
- Follow seating, parking, entry, food, and facility rules.
- Comply promptly with a coach, Event Administrator, AD, official, or authorized leader giving a safety or conduct instruction.
- Take concerns to the correct person privately after the event rather than creating a scene.

9.2 Not Allowed

- Arguing with or following officials; entering the court/field/bench area without authorization.
- Sideline or bleacher coaching that conflicts with the team coach.
- Profanity directed at another person; insults, slurs, degrading remarks, threats, intimidation, or aggressive confrontation.
- Confrontations in hallways, parking lots, bathrooms, entrances, or other public areas.
- Harassment, stalking, retaliation, doxxing, or encouraging others to target a person or family.
- Publicly litigating a private athlete, coach, parent, discipline, safety, or grievance matter.
- Refusing a lawful venue or Crusaders direction to stop conduct or leave an event.



9.3 Removal and Spectator Restrictions

An official, Event Administrator, AD, coach acting within event authority, facility representative, or Board designee may require a spectator to stop conduct or leave when necessary for order or safety. Egregious conduct may result in immediate removal without a prior warning. The Board may impose a multi-event or season spectator restriction after review. Refusal to leave can result in event suspension, facility action, law-enforcement contact, or additional Crusaders discipline.

When possible, Crusaders will direct consequences toward the person responsible rather than punish a child for an adult's conduct. However, an athlete's participation can be affected when safety, supervision, facility access, transportation, or operational conditions make separation impossible.

9.4 How Spectator Enforcement Escalates

Most issues should end with a clear correction. When conduct is more serious, the response can escalate: a warning for minor misconduct; removal for major misconduct or repeated defiance; immediate removal plus suspension for threats, physical aggression, hate speech/slurs, stalking/harassment, or refusal to leave; and Board review for an extended restriction, no-trespass direction, or program ban.

[Full policy: 8.2 - Spectator Code of Conduct - see Section 31 Public Policy Library.](#)

10. Athlete Code of Conduct

WHY THIS MATTERS — Just as the adults around a team have behavior to model, Crusaders athletes have standards to live out too. Wearing a Crusaders uniform means representing more than yourself. These expectations show what teammates, coaches, families, and the organization should be able to count on from a Crusader on the court or field, on Band, and in public situations connected to the team.

- Respect coaches, teammates, opponents, officials, volunteers, parents, facilities, and yourself.
- Use clean, constructive speech. Profanity directed at others, sexualized/lewd talk, degrading jokes, slurs, gossip, harassment, and destructive criticism are not acceptable.
- Follow coach instruction, stay attentive, learn the system, and accept correction without arguing or undermining the team.
- Give honest effort in practices and games; do not intentionally quit on teammates or refuse reasonable team responsibilities.
- Be on time. Notify the coach when you will be absent or late.
- Report injuries, symptoms, dangerous equipment, threats, and unsafe behavior instead of hiding them.
- Do not fight, threaten, bully, haze, stalk, retaliate, steal, vandalize, cheat, or deliberately target another person.
- Do not possess or use tobacco, vaping products, alcohol, illegal drugs, or misuse controlled substances at Crusaders activities.
- Do not engage in sexually inappropriate contact or conduct at Crusaders activities.
- Wear and care for required uniform/equipment; do not exchange an assigned uniform number without permission.
- Help with reasonable setup/cleanup and respect all venue restrictions.
- Support other Crusaders teams and represent "Champions Driven by Honor" on Band/social media and in public interactions connected to the program.

PARTICIPATION IS A PRIVILEGE

Discipline should fit the seriousness, pattern, safety impact, and athlete's response. Leaders may use correction, loss of a privilege, sitting part/all of an activity, suspension, behavior conditions, restorative steps, or removal. Serious conduct can skip progressive steps.

11. Attendance, Punctuality, and Commitment

WHY THIS MATTERS — Teams depend on people following through for one another. Showing up on time, communicating early when something changes, and honoring commitments all affect teammates and coaches. This section explains what that looks like and how repeated missed commitments can affect an athlete's role.

- Arrive by the team's announced report time, not merely by tip-off/first whistle.
- Notify the coach as soon as you know the athlete will miss or be late.



- Tell the coach before joining another activity that regularly conflicts with the team schedule.
- Repeated unexcused absence or chronic lateness may affect role, playing time, roster status, or continued participation.
- Illness, injury, family emergencies, and unavoidable conflicts should be communicated honestly; the goal is reliability, not punishment for legitimate circumstances.

11.1 Multiple Crusaders Programs / Cross-Division Participation

An athlete participating with more than one Crusaders team or division must communicate schedule conflicts in advance. Participation with a second team is supportive and does not automatically displace athletes who belong to that roster. Coaches/athletics leadership may set a primary-team priority or other reasonable plan when schedules conflict.

12. Playing Time, Positions, Lineups, and Coach Authority

WHY THIS MATTERS — Playing time is one of the most common questions in competitive youth sports. We would rather explain the standard before the first game than during a frustrating moment, so this section tells you how coaches make role and lineup decisions and how to ask productive questions about development.

PLAYING TIME WILL NOT BE EQUAL

Crusaders is a competitive athletic program. Playing time, starting roles, positions, rotations, and lineups are not guaranteed and are not required to be equal.

The head coach determines playing time and tactical roles within Crusaders and league rules. Relevant factors can include skill, readiness, safety, attendance and punctuality, effort, attentiveness, understanding of plays/systems, attitude, work ethic, conduct, teammate behavior, and development outside scheduled practice.

Parents may ask a coach how an athlete can improve or what the coach is looking for. Parents should not demand a particular number of minutes, a starting role, a position, or a game-time debate about another athlete. Coaches should answer reasonable development questions respectfully without disclosing private information about other athletes.

13. Practice and Game-Day “How To”

WHY THIS MATTERS — Once your family knows the routine, practice and game day should feel simple. This section covers the practical things: what to check before leaving home, arrival and pickup, where parents fit, how volunteers help, and what happens before everyone heads home.

13.1 Before You Leave Home

- Check Band for the final time/location and any same-day change.
- Bring required uniform/equipment, water, medication the athlete personally needs under the family's normal plan, and any team-specific item.
- Confirm transportation and pickup. Do not assume a coach can drive your child.
- If the athlete is sick, injured, or has a new restriction, tell the coach before activity begins.

13.2 At Practice

- Do not drop off a minor until an authorized adult/team leader is actually present.
- Athletes stay in approved areas and follow the coach's start/end instructions.
- Parents observing should remain in the approved viewing area and should not interrupt instruction unless there is an urgent issue.
- At the end, pick up promptly. A minor should not be left after the group has dispersed with only one unrelated adult.

13.3 At a Home Game

- Arrive at the team's report time and check in as instructed.
- Volunteers report to the assigned post (admissions, concessions, clock, scorebook, setup, cleanup, etc.).
- Stay out of bench/official areas unless assigned or invited.



- Route game concerns to the Crusaders Event Administrator/coach/athletics lead - not the opponent or officials after the game.
- Supervise siblings/guests and help protect the host facility.
- After the final game, assist with assigned cleanup and leave only after your athlete has been released by the coach.

GAME-DAY SAFETY AUTHORITY

For a Crusaders-hosted event, the AD or Board-designated Event Administrator/designee may pause, delay, remove a person, or stop an activity when a credible safety or facility issue cannot be reasonably controlled. This is an operational safety action, not a final finding of guilt.

14. Transportation, Arrival, Departure, and Travel

WHY THIS MATTERS — Most travel is simply families getting athletes where they need to be. This section separates normal family transportation and carpools from travel formally organized by the Crusaders, and it explains the safeguards that apply when adults are serving in a Crusaders role.

Families are responsible for ordinary transportation to and from practices, games, camps, and events. Families may make their own private carpool or lodging arrangements with people they trust; those private arrangements are not automatically Crusaders-organized transportation.

- Adults serving in a Crusaders leadership or volunteer role remain subject to Crusaders child-protection safeguards. Leaders should not transport a minor alone. If emergency transport is unavoidable, notify the parent/guardian, use two-adult transport if possible, and document the reason, route, and time as required by policy.
- Carpools arranged privately by families are the families' responsibility unless Crusaders formally organizes them.
- For an ordinary away game, families arrange their own transportation and any optional lodging. When the Crusaders formally organizes an overnight team trip, retreat, tournament stay, or similar event, families will receive the applicable transportation, supervision, lodging/rooming, emergency-contact, schedule, and consent information before departure.
- Athletes must follow the same conduct rules while traveling, at hotels, restaurants, host facilities, and team gatherings.
- Parents must disclose a pickup limitation or custody/safety restriction to leadership in writing when it affects release of a minor.

[Full policy: 6 - Child Protection and Safeguarding - see Section 31 Public Policy Library.](#)

15. Schedules, Cancellations, Weather, and Facility Changes

WHY THIS MATTERS — What happens when plans change, especially when they change quickly? Gyms close, opponents reschedule, weather happens, and sometimes a plan has to move on short notice. This section tells you where the reliable update will come from and who handles schedule changes on behalf of the organization.

Band is the intended family-facing source for current Crusaders schedule information. The authorized Scheduler/athletics leadership maintains the master calendar and communicates approved changes.

- Do not assume an event is canceled because another family says so. Check the latest official Band/coach notice.
- Game and practice changes are handled through authorized Crusaders leadership and communicated to families as quickly as practical. Please rely on the latest official Crusaders notice rather than making schedule changes directly with another organization, facility, or official unless that responsibility has been specifically delegated to you.
- Facility closures, severe weather, unsafe heat/cold, power failures, equipment hazards, illness outbreaks, or other safety conditions can require a late change.
- Any coach/leader may stop an athlete from continuing when immediate conditions appear unsafe; authorized leadership decides broader cancellation/resumption.
- If an event changes while families are already traveling, leadership should communicate through the fastest practical authorized channel and then update Band when possible.

[Full policy: 4.2.1 - Scheduler Role and Responsibilities - see Section 31 Public Policy Library.](#)



16. Official Communication Channels

WHY THIS MATTERS — If you are new to the Crusaders, it should not take half a season to learn where information lives. Different messages belong in different places. This section explains when to use Band, email, team messaging, social media, or a direct conversation - and helps keep important family, discipline, and safety matters in the right channel.

Channel	Use
Band	Primary family operations: schedules, team announcements, registration/volunteer links, public handbook/policies, current notices.
Email	Private or formal matters: Board contact, complaints, discipline, safety follow-up, financial arrangements, records.
Coach text / team chat	Short logistics if a coach uses it. It does not override a later official notice and must comply with adult-minor communication boundaries.
Facebook / public social media	Outreach, celebration, approved promotions, public information - not the place to resolve internal disputes.
Phone / in person	Useful for urgent clarification, but significant discipline/safety/financial decisions should be documented afterward when practical.

The Crusaders seeks to protect your children. For that reason, adult-to-minor private messaging should be limited to necessary logistics and use a parent/guardian or monitored group channel whenever reasonably possible. Late-night, secretive, emotionally intimate, or relationship-building private communication with a minor outside appropriate team purposes is prohibited under safeguarding rules.

17. Concerns, Complaints, Grievances, and Appeals

WHY THIS MATTERS — Nobody likes dealing with a concern when something has gone wrong, and we would rather make the next step obvious than leave a family wondering what to do. This section gives you a clear path from an ordinary team concern to a serious safety report or formal appeal, including when to wait 24 hours and when not to wait at all.

17.1 Ordinary Team Concern - Use the 24-Hour Rule

- Wait at least 24 hours after the game/practice before raising playing time, strategy, role, or ordinary coach-decision concerns.
- Contact the head coach privately - not in front of athletes, other families, officials, or opponents.
- Ask for understanding and development steps rather than beginning with an accusation.
- If unresolved, contact the Athletic Director or Board-designated athletics lead.
- If still unresolved, or the matter is governance-level, submit it to the Board.

17.2 Safety or Serious Misconduct - Do Not Wait 24 Hours

Abuse, grooming, sexual misconduct, credible threats, significant violence, dangerous hazing, serious injury, child-supervision failure, weapon concerns, or other immediate safety matters should be reported as soon as possible. Emergency response comes first.

17.3 Put a Serious Complaint in Writing

A useful written complaint identifies: what happened; date/time/location; people directly involved; the facts in chronological order; any relevant message/photo/video/witness; the rule or standard involved if known; prior steps taken; and what resolution is being requested. Stick to facts. If something is unknown, say it is unknown rather than filling the gap with an assumption.

17.4 Fair Process and No Retaliation

- The person whose decision is being appealed should not be the sole reviewer of that appeal; conflicts of interest should be disclosed and recused when required.
- Both sides should have a reasonable opportunity to provide relevant facts before a final non-emergency discipline decision.
- Emergency or interim safety restrictions may remain in place while facts are reviewed.



- Retaliation for making a good-faith safety report, complaint, witness statement, or appeal is prohibited.
- Material decisions should be documented sufficiently to preserve what was decided and why.

17.5 Appeal Window

A multi-event suspension, athlete removal for the remainder of a season, or multi-event/season spectator ban may be appealed in writing to the Board within seven calendar days after written notice of the decision. The appeal should identify the claimed factual, procedural, policy, or proportionality error and the requested remedy. The Board's decision is the final internal Crusaders decision unless the Board itself provides another review step.

DO NOT GO OUTSIDE THE LANE

A complaint about another team or program goes to your Crusaders coach/athletics leadership. Parents and athletes should not confront the outside coach, AD, parent, athlete, official, or facility partner. Authorized Crusaders leadership handles organization-to-organization contact.

18. Child Protection and Adult-Minor Boundaries

WHY THIS MATTERS — Among the most important responsibilities we have as adults serving youth is keeping children safe. These safeguards tell parents what healthy, observable adult-minor interaction should look like and tell leaders where the boundaries are, so everyone knows what appropriate care should look like before a concern ever arises.

The Crusaders' adopted safeguarding rules apply to Board members, coaches, volunteers, and other adults serving in organizational roles. Child protection outranks convenience.

Coaches and adult leaders serving in covered roles must complete the required annual background check before serving.

- Use two-adult or otherwise observable/interruptible interaction whenever reasonably possible.
- Avoid isolated one-on-one adult-minor situations. If an unavoidable situation occurs, keep it open/observable, notify appropriate adults, and document when required.
- An adult should not transport an unrelated minor alone except an unavoidable emergency handled under the policy.
- Changing/restroom areas require heightened privacy. Adults enter only for legitimate safety/operational need and with the required two-adult/observable safeguards where practicable.
- Instructional physical contact must be brief, necessary, professional, and appropriate to the sport/activity.
- No sexualized comments, flirting, secret relationships, grooming behavior, inappropriate gifts, pressure to keep secrets, or inappropriate content.
- Parents may reasonably observe practices/activities subject to facility and team safety limits.
- Leaders receiving a serious allegation protect the child, preserve facts, report/escalate as required, and do not conduct a cover-up or amateur interrogation.

[Full policy: 6 - Child Protection and Safeguarding - see Section 31 Public Policy Library.](#)

[Full policy: Adult-Child - Adult and Child Relationship Policy - see Section 31 Public Policy Library.](#)

19. Medical Readiness, Injuries, Concussion, and Incident Reporting

WHY THIS MATTERS — Protecting athletes also means being ready for the physical side of sports. We hope every athlete has a healthy season, but injuries and medical concerns do happen. This section explains what families should tell us in advance, what happens when an athlete is hurt, when participation must stop, and how significant incidents are documented.

19.1 Family Responsibilities

- Provide accurate emergency/medical information requested by the program and update it when something material changes.
- Tell the coach about an injury, restriction, asthma/allergy/seizure concern, or other condition that affects safe participation.
- Do not instruct an athlete to hide pain or symptoms in order to stay in a game.
- Do not assume a coach will store or administer prescription medication. Contact leadership in advance if an unusual accommodation is needed.



19.2 When an Athlete Is Hurt

- Stop participation when continued play may worsen an injury or create a safety risk.
- For an emergency, call emergency services first and notify the parent/guardian as quickly as practical.
- For a suspected concussion, loss of consciousness, or significant head injury: remove the athlete from participation and do not allow same-day return. Future participation must satisfy current league requirements and any medical clearance required by Crusaders/league.
- Return-to-play decisions are safety decisions, not toughness tests. A coach may be more restrictive than an athlete or parent in the moment when the coach reasonably believes continued participation is unsafe.

19.3 Significant Incident Reporting

Significant injuries/illnesses, threats, altercations, harassment, child-boundary concerns, property damage, equipment failures, safety hazards, law-enforcement/EMS involvement, or other events likely to require later review should be reported promptly to athletics/Board leadership. When an applicable policy requires a written report within 24 hours, that deadline applies; otherwise documentation should be completed as promptly as practical after immediate safety needs are addressed.

Preserve relevant facts: names of direct witnesses, time/location, photos of conditions, messages/screenshots, official reports, video, and what immediate actions were taken. Records should distinguish observed fact from allegation or opinion.

20. Fighting, Threats, Bullying, Hazing, and Serious Misconduct

WHY THIS MATTERS — The reason for this section is simple: youth sports should never require a child to accept violence, bullying, hazing, threats, or targeted harassment as 'part of the game.' When serious misconduct happens, the Crusaders responds first to protect people and restore control, then reports, reviews, and disciplines the conduct through the proper process.

When a fight or physical altercation occurs, the first job is to control the immediate situation through separation, de-escalation, medical/safety assessment, and restoration of order - not to decide the entire case in the heat of the moment.

- Players involved are removed from immediate participation while facts are stabilized.
- Parents/guardians are notified.
- A written incident report is made to the Athletic Director/Board within 24 hours under the fighting policy.
- Discipline can include meeting, apology/restorative steps, suspension, conflict work, Board review, or season removal depending on severity/history.
- Threats, bullying, hazing, stalking, targeted harassment, hate speech/slurs, retaliation, weapon-related statements, and other credible safety risks may be treated as egregious even if no punch is thrown.
- Current league ejection/suspension rules apply in addition to Crusaders discipline.

20.1 Fighting Policy Discipline Ladder

For physical altercations covered by the fighting policy, the standard progression is:

- First offense - parent/guardian and coach meeting; written apology; suspension from the next game and practice; and required conflict-resolution/boundary instruction.
- Second offense - one-week suspension from all team activities; devotional assignment on forgiveness, humility, and anger management; and Athletic Director/Board review of continued participation.
- Third offense - removal from the team for the remainder of the season, subject to Athletic Director/Board review under the policy.

[Full policy: Fighting - Fighting and Physical Altercations Policy - see Section 31 Public Policy Library.](#)



21. What Families Can Expect from Coaches and Leaders

WHY THIS MATTERS — Expectations run both ways. Families are asked to meet clear standards, and you should also know what you can reasonably expect from the adults entrusted with coaching, leading, communicating with, and caring for Crusaders athletes.

Crusaders coaches are volunteers, but volunteer status does not lower expectations for child safety, professionalism, honesty, or stewardship. Families can reasonably expect the following:

- Required screening/background-check processes applicable to the role are completed before unsupervised authority with athletes.
- Team rules, schedule expectations, and communication methods are made reasonably clear.
- Correction is firm when needed but not sexually inappropriate, humiliating, threatening, retaliatory, or abusive.
- Playing-time and tactical decisions remain coaching decisions, while safety and conduct standards still apply to the coach.
- Coaches respect officials/opponents and do not instruct families to confront another organization.
- Major injuries, discipline, safeguarding concerns, or serious incidents are escalated/documented rather than hidden.
- Coaches protect facility/equipment, help account for issued property, and support cleanup/closeout.
- Coaches do not promise roster spots, financial commitments, scholarships, sponsorship benefits, or organizational policy changes outside their authority.

22. Uniforms, Equipment, and Crusaders Property

WHY THIS MATTERS — Uniforms and equipment are shared resources as well as part of the Crusaders identity. A little care protects your family from avoidable replacement costs and helps make sure organization property is ready for the next athlete and the next season.

- Use the assigned uniform number unless the coach authorizes a change.
- Bring the required uniform to games/special events and use it only for the intended team purpose.
- Follow the issued uniform-care instructions: cold wash separately/with appropriate colors and low heat; avoid alterations.
- Report lost, stolen, damaged, or incorrect equipment promptly rather than waiting until season close.
- Return issued uniform/equipment clean and complete within one week after the final game/event unless another written deadline is given.
- A family may be charged the approved replacement cost for lost or avoidably damaged issued property.
- Do not remove Crusaders equipment from storage, a facility, or another team without permission and a clear chain of custody.

[Full policy: Uniform - Student Athlete / Parent Athletic Uniform Policy - see Section 31 Public Policy Library.](#)

23. Facilities, Host Partners, Setup, and Cleanup

WHY THIS MATTERS — Most places where we practice and play belong to someone who has chosen to trust the Crusaders with their space. This section explains the simple habits that protect those relationships and help us leave every facility ready for whoever comes next.

- Use only approved rooms, courts, entrances, storage areas, parking areas, kitchens/concessions spaces, and restrooms.
- Children and siblings must be supervised and may not wander through a host facility.
- Do not move host property, use keys/access codes, enter storage, or change thermostat/AV/equipment settings unless authorized.
- Food/drink rules, shoe rules, closing procedures, security, and cleanup requirements must be followed.
- Report spills, breakage, damage, injury hazards, or missing equipment promptly.



- Teams/volunteers share setup and cleanup responsibility; “someone else will do it” is not an acceptable closeout plan.
- Only authorized leadership communicates official facility commitments, disputes, or schedule negotiations with the host.

24. Concessions, Admissions, and Game-Day Money Handling

WHY THIS MATTERS — Concessions and admissions may feel informal on game day, but the money still belongs to the Crusaders. This section helps volunteers handle it consistently and transparently, protecting both the organization and the people generous enough to serve.

- Serve under the designated supervisor/shift lead.
- Use the approved prices and payment methods; volunteers do not invent discounts or give away product unless authorized.
- Follow food-safety and cleanliness instructions.
- Do not mix personal cash/purchases with Crusaders funds.
- Beginning/ending cash, inventory, overage/shortage, and handoff procedures must be followed as assigned.
- Report a discrepancy rather than trying to “fix” it off the books.
- Children may help only in an age-appropriate, supervised role that does not defeat cash-control or food-safety requirements.

[Full policy: 15.4 - Concessions Volunteer Policy - see Section 31 Public Policy Library.](#)

25. Camps, Clinics, Skills Development, and Open Introduction Events

WHY THIS MATTERS — Camps and clinics are a good way to develop athletes, try something new, and introduce families to the Crusaders without making the regular season more complicated. This section explains what makes those events official, how families participate, and why attending a camp or clinic does not automatically create a future roster spot.

A Crusaders camp/clinic is a Board-authorized program, not an informal extension of a coach's team. The adopted camp policy requires advance approval and addresses facility, staffing, forms/waivers, emergency information, fees/refunds, media, and outside instructors/participants.

- Use only the official camp announcement/registration.
- Do not assume a camp participant is automatically on a future team.
- Outside/non-Crusaders participants may attend only when the approved camp design permits it.
- A camp may have different fees, forms, age groups, and supervision than the regular season.
- A coach/volunteer may not independently announce, schedule, fund, or collect money for a Crusaders camp.

[Full policy: 4.8.1 - Skills Development and Open Introduction Camp Policy - see Section 31 Public Policy Library.](#)

26. Photos, Video, Social Media, and Public Statements

WHY THIS MATTERS — Photos and social media help us celebrate athletes and tell the Crusaders story. They can also expose children or private matters when used carelessly, so this section explains the line between normal team media and information that belongs in a private or official channel.

26.1 Normal Media

- Use current parent/guardian media consent and respect a written restriction or removal request when operationally possible.
- Do not photograph/video in changing rooms or other private areas.
- Do not post a minor's private medical, discipline, custody, home-address, or detailed schedule information.
- Team highlights, approved promotions, schedule graphics, and general encouragement are normal uses when consistent with consent.



26.2 Internal Disputes Stay Internal

- Do not post internal emails/private messages, allegations, investigation material, discipline records, or grievance material in order to pressure or shame another person.
- Do not post video/audio of a minor for ridicule, targeting, or public discipline.
- Do not dox, threaten, harass, retaliate, or recruit others into an online campaign against a family, coach, official, volunteer, Board member, opponent, or facility partner.
- Only an authorized spokesperson may issue an official organizational statement. A leader speaking personally must not imply that the Board or Crusaders has taken action it has not taken.

SERIOUS INCIDENT = ONE PUBLIC VOICE

When a serious incident is under review, coaches, volunteers, parents, athletes, and individual Directors should not conduct competing public narratives. Preserve evidence and use the internal process. Any necessary official statement comes through an authorized organizational spokesperson.

27. Fairness, Conflicts of Interest, and Anti-Retaliation

WHY THIS MATTERS — Families should be able to trust that decisions are made from facts, policy, safety, and program needs - not friendships, pressure, or who speaks the loudest. These standards explain how leaders handle conflicts of interest and protect good-faith concerns from retaliation.

Leadership should apply standards consistently and make decisions from relevant facts, policy, the organization's Christian mission, and actual program needs rather than friendship, pressure, fear of criticism, or private benefit.

- A leader with a material conflict should disclose it and recuse when required.
- Similar conduct should generally receive similar treatment unless there is a relevant difference in severity, history, safety, age, or circumstance.
- A good-faith reporter, complainant, witness, or appellant may not be punished merely for using the process.
- Fairness does not mean every athlete receives equal playing time or every family receives the outcome it requested.
- Private information should be shared only with those who need it to perform their role.

[Full policy: Neutrality - Neutrality and Fairness Policy - see Section 31 Public Policy Library.](#)

28. League Rules, Transfers, Officials, and Outside Organizations

WHY THIS MATTERS — Not every rule affecting an athlete comes from the Crusaders. League eligibility, transfers, outside participation, officials, and sanctions can all matter, so this section helps families know when to ask before acting and who handles issues with another organization.

When Crusaders joins a league/conference, current league rules apply to league-specific eligibility, rosters, transfers, ejections, competition rules, and sanctions in addition to Crusaders rules. Old copied league language should not be treated as current without checking the current season rule.

28.1 Before Playing the Same Sport Somewhere Else

If an athlete is considering transferring, leaving a Crusaders team, or playing the same sport for another school or program during a league-controlled period, ask Crusaders athletics leadership and check the current league rule before participating. Outside participation can affect an athlete's eligibility and, in some circumstances, roster or team eligibility. We would rather help a family check first than discover a problem after the athlete has already played.

28.2 Officials

Officials control the contest under the applicable rules. Coaches handle in-game officiating questions. Parents/athletes do not pursue an official after the game. A serious officiating or opponent issue is documented and handled organization-to-organization through authorized Crusaders leadership.



29. Season Closeout, Awards, and Feedback

WHY THIS MATTERS — The last game is not quite the end of the season. A good closeout returns property, settles remaining obligations, thanks athletes and volunteers, gathers useful feedback, and leaves the next season with a clean starting point.

The season is not finished simply because the last whistle blows. Historical Crusaders operating records consistently show a closeout cycle involving property, facilities, awards/banquet planning, feedback, and next-season preparation.

- Return issued uniforms/equipment clean and complete within the stated deadline.
- Resolve any remaining participation balance or approved financial arrangement.
- Confirm Family Participation Credit records before final closeout if there is a dispute or unresolved January 15 balance.
- Attend the team/program banquet or awards event if one is offered and your family chooses to participate.
- Understand that awards/recognition vary by sport and season; no athlete is entitled to a particular award.
- Complete coach/player/family evaluation or survey requests when offered. Honest, specific feedback helps leadership improve the next season.
- Report unresolved property, injury-record, discipline, or safety matters before records are archived.
- Watch Band for off-season skills/camp opportunities and next-season announcements; do not assume last year's schedule or team will automatically repeat.



30. “What Do I Do If...?” - Family Scenario Guide

WHY THIS MATTERS — Think of this as the handbook's quick-reference desk. Sometimes you do not need another policy explanation - you just need the next step. These common family situations are collected in one place so you can see what to do and where to go for help.

Situation	Correct next step
My child is sick before practice.	Notify the coach early; do not send a clearly ill athlete just to preserve attendance.
We are running late.	Message the coach with an ETA; arrive safely rather than speeding.
I am upset about minutes after a game.	Do not confront the coach tonight. Wait 24 hours, then request a private conversation.
I saw an adult alone with a child in a concerning situation.	Protect immediate safety, then report promptly to Safety & Compliance/Board. Do not wait 24 hours.
My child says a teammate threatened or hazed them.	Preserve details/messages and report promptly to the coach/athletics lead; escalate to Board/Safety when serious.
An opposing parent is yelling at us.	Do not engage. Move away and notify the Crusaders Event Administrator/coach.
An official made a terrible call.	Let the coach handle it. Do not follow or confront the official.
The uniform is damaged.	Tell the coach/team leader promptly; do not alter/replace it on your own.
I have a fundraiser idea.	Send it to authorized leadership before advertising or collecting anything.
I cannot afford the remaining participation balance.	Contact Treasurer/Board privately before the published deadline; ask about a hardship arrangement or another Board-authorized option.
I want to reduce the January 15 balance, but game-day volunteer slots are full.	Contact the volunteer coordinator/Treasurer/Board. Approved service projects, documented business outreach, fundraising, sponsorships, or another authorized opportunity may be used.
Band says one thing and an old text says another.	Use the latest authorized notice and ask the coach/Board if still unclear.
My child got a multi-game suspension.	Review the written reason and submit a written appeal within 7 calendar days if you challenge it.
A serious incident is spreading on social media.	Do not add allegations or screenshots. Preserve evidence and use the internal process.



SPONSORS & COMMUNITY SUPPORT

WHY THIS MATTERS — Community partners help make Crusaders opportunities possible. This page recognizes current sponsors, shows prospective sponsors how to connect with us, and makes sure sponsorship commitments are handled through authorized leadership rather than informal promises.

Community partners help the Crusaders serve student-athletes while strengthening the programs, facilities, and opportunities available to families.

CURRENT CRUSADERS SPONSOR



Thank you to AAAA Self Storage for supporting Elizabeth City Crusaders and our student-athletes.

401 Tanglewood Parkway North, Elizabeth City, NC 27909
(252) 580-2059 | aaaaselfstorage.com/store109

INTERESTED IN SUPPORTING THE CRUSADERS?

Families may refer prospective sponsors, and approved sponsorship revenue received by the Crusaders can count dollar-for-dollar toward the family's remaining January 15 participation obligation. Only authorized Crusaders leadership may approve sponsorship terms or promise advertising, signage, exclusivity, naming rights, or other sponsor benefits.

Sponsorship contact: ecitycrusadersboard@gmail.com



Full sponsorship policy: [3.2.1 - Sponsorship Guidelines and Naming Rights](#) - see Section 31 below.

31. Public Policy Library

WHY THIS MATTERS — Most families will never need to read every policy in full, and that is okay. When you do need the exact governing language behind a handbook summary, this library points you to the public version of the relevant document.

Policy	Public title	Parent relevance	Copy
BYLAWS	Ecity Crusaders Bylaws - Public Copy	Corporate governing rules: Board authority, officers, meetings, records, finances, committees, and amendments.	View full policy
1.2	Statement of Faith and Doctrinal Position	Doctrinal policy framework and the relationship between the family summary and the fuller teaching standards.	View full policy
1.2-A	Statement of Faith Summary / Quick Reference	Plain-language family, volunteer, and coach orientation summary reflected in Section 1.2 of this handbook.	View document
1.2-B	Statement of Faith and Teaching Standards	Fuller doctrinal teaching and ministry reference maintained with the Crusaders policy records.	View document
1.2-C	Annual Doctrinal Affirmation Form	Annual compliance/affirmation record for Board members and covered leaders serving in roles that require doctrinal alignment.	View document
1.2-D	Board Adoption Resolution Form	Supporting Board record used for adoption, reaffirmation, or substantial amendment of the Statement of Faith package.	View document
2.2	Board of Directors / Governing Body	Board governs; officers execute; the Athletic Director manages athletics under Board oversight.	View full policy
2.2.1.6	President Director	Governance coordination, meeting order, strategy, oversight, and authorized Board communication.	View full policy
2.2.1.7	Vice President Director	Board continuity, succession, conflict reassignment, follow-up, and temporary presiding leadership.	View full policy
2.2.1.8	Treasurer Director	Financial governance, budgets, controls, reporting, fundraising oversight, and stewardship.	View full policy



Policy	Public title	Parent relevance	Copy
2.2.1.9	Secretary Director	Records governance, document integrity, policy control, retention, and institutional continuity.	View full policy
3.2.1	Sponsorship Guidelines and Naming Rights	Sponsorship framework, authorized representatives, sponsor benefits, in-kind support, mission alignment, Board controls, financial handling, and records.	View full policy
3.3.1	Leadership Service Participation Credit Policy	Full Family Participation Credit for qualifying leadership families, including eligibility, limits, governance safeguards, and service-based administration.	View full policy
2.2.1.10	Safety and Compliance Director	Safeguarding, participant safety, risk, incident, compliance, and corrective-action oversight.	View full policy
2.3	Athletic Director Description and Requirements	Day-to-day athletics, coach oversight, incidents, family concerns, and outside-team contact under Board oversight.	View full policy
4.2.1	Scheduler Role and Responsibilities	Official calendar coordination and approved schedule-change communication.	View full policy
4.8.1	Skills Development and Open Introduction Camp Policy	Camp approval, staffing, registration, waivers, facilities, fees, outside participants, and no-team-guarantee rule.	View full policy
6	Child Protection and Safeguarding	Observable supervision, transportation, changing-area boundaries, communication limits, prohibited conduct, and reporting.	View full policy
8.2	Spectator Code of Conduct	Parent/spectator standards, event removal authority, escalating consequences, documentation, and serious-conduct safeguards.	View full policy
15.4	Concessions Volunteer Policy	Concessions supervision, inventory, pricing, cash handling, food safety, volunteers, and financial reporting.	View full policy
Uniform	Student Athlete / Parent Athletic Uniform Policy	Issued-uniform care, use, washing, return deadline, loss, and damage responsibility.	View full policy



Policy	Public title	Parent relevance	Copy
Adult-Child	Adult and Child Relationship Policy	Background checks, observable supervision, appropriate boundaries, transparent communication, and prohibited adult-minor conduct.	View full policy
Fighting	Fighting and Physical Altercations Policy	Prevention, immediate separation, reporting, escalating discipline, mediation, and reconciliation.	View full policy
Neutrality	Neutrality and Fairness Policy	Leadership impartiality, consistency, conflicts of interest, evidence-based decisions, and accountability.	View full policy



32. Parent and Athlete Acknowledgment

WHY THIS MATTERS — This acknowledgment is not hidden fine print. It simply confirms that families received the same core information, understand the major expectations, and know where to find the full rules that govern participation.

Registration may use an electronic or written acknowledgment substantially as follows:

- I/We received access to the 2026-2027 Crusaders Sports & Parent Handbook and the public policy library.
- I/We understand the Christian identity of the Crusaders and agree not to undermine or disrupt it while participating.
- I/We understand "The Crusaders Way - Champions Driven by Honor" and the athlete/parent conduct standards.
- I/We understand participation is a privilege; roster spots, positions, starting roles, and equal playing time are not guaranteed.
- I/We agree to the 24-hour rule for ordinary game/practice concerns and understand that safety concerns are reported immediately.
- I/We agree not to confront outside programs/officials or publicly litigate private Crusaders disputes.
- I/We understand that the 2026-2027 participation fee is \$200 per athlete, with the first \$100 due no later than October 5, 2026 and the second \$100 due January 15, 2027. The January 15 payment may be reduced or satisfied through approved Family Participation Credit under Section 7 and Appendix A, including volunteer hours, documented business outreach, fundraising, sponsorships, combined methods, documentation requirements, and the no-cash-value rule.
- I/We understand the refund, hardship, uniform/equipment return, Band communication, child-safety, medical, discipline, spectator, and appeal rules in this handbook.
- I/We will keep contact/emergency information current and will follow the current league/season requirements applicable to our athlete.

Parent/Guardian: _____ Date: _____

Athlete: _____ Date: _____

Additional athlete(s): _____



33. Document Control

WHY THIS MATTERS — Handbooks change as seasons, policies, and leadership change. This short section tells you which edition you are reading and what controls if a handbook summary ever differs from a higher governing document.

Edition: 2026-2027 Sports & Parent Handbook | Version 3.3 - Approved and Effective September 14, 2026.

Current status: Approved and effective September 14, 2026. Release 3.3 incorporates the September 8, 2026 participation-fee implementation and Policies 3.2.1 and 3.3.1 with their family-facing summaries. This is the official family handbook for the 2026-2027 season.

This handbook is maintained as a controlled family operating document of Elizabeth City Crusaders. The Board may amend or replace it by recorded action.

If this handbook conflicts with applicable law, the bylaws, a recorded Board action, or a fuller adopted policy, the higher controlling authority governs. Current league rules control league-specific eligibility and competition matters.

Operational details such as schedules, assigned volunteer opportunities, payment deadlines, facility instructions, and team-specific logistics may be communicated through Band or another authorized season notice when those details remain within delegated authority.

The current public policy library and the official Board-controlled records should be used when a family needs the complete governing text behind a handbook summary.



APPENDIX A - FAMILY PARTICIPATION CREDIT / VOLUNTEER OFFSET DETAILS

WHY THIS MATTERS — Section 7 gives the quick family-facing version. This appendix keeps the detailed tracking rules in one place so families and volunteers can answer practical questions without making the main handbook harder to use.

2026-2027 ATHLETE PARTICIPATION FEE / FAMILY PARTICIPATION CREDIT

Standard fee: \$200 per athlete. \$100 per athlete is due no later than October 5, 2026. The second \$100 per athlete is due January 15, 2027. Families may reduce or fully offset that second payment through approved volunteer hours, documented business outreach, fundraising, sponsorships, or a combination. Approved volunteer time is valued at \$10 per hour, so 10 approved hours equal \$100. Approved fundraising and sponsorship dollars actually received by the Crusaders and attributable to the family count dollar-for-dollar. Crusaders keeps the official tracking record. Offsets have no cash value after the household obligation is satisfied.

When / requirement	Amount or credit	Rule
By October 5	\$100 per athlete	Required no later than October 5, 2026, unless a written Board/Treasurer arrangement applies.
January 15, 2027 obligation	\$100 per athlete	May be paid normally or reduced/satisfied through approved Family Participation Credit.
Volunteer service	\$10 per approved hour	Ten approved volunteer hours satisfy \$100. Game-day and approved service-project hours count per family member actually serving.
Business outreach	3 documented businesses = 1 hour	Applies to approved outreach for Fall Raffle donations or sponsorship opportunities.
Leadership service credit	Full participation credit	Qualifying leadership families receive full participation credit for covered children under Policy 3.3.1. The credit has no cash value and applies only while qualifying service continues.
Approved fundraising / sponsorships	Dollars actually received	Counts dollar-for-dollar toward the household January 15 obligation when attributable to the family.
Combination / household use	Any approved combination	Volunteer hours, business-outreach credit, fundraising, and sponsorship dollars may be combined across the household's participating athletes.
After the obligation is satisfied	No cash value	Additional service or support benefits the Crusaders; it does not create a cash refund or payment to the family.
Tracking / hardship	Crusaders record / Board-Treasurer process	Crusaders keeps the official tracking record. Families should report discrepancies promptly; hardship arrangements require authorization.

The basic math is simple: \$100 is due no later than October 5, 2026 and the second \$100 per athlete is due January 15, 2027. Each approved volunteer hour earns \$10 in offset credit. Ten approved volunteer hours therefore satisfy one athlete's full \$100 January 15 payment. Approved fundraising and sponsorship dollars actually received by the Crusaders and attributable to the family count dollar-for-dollar. Families may combine volunteer hours and dollars raised and apply them across the household's remaining January 15 obligation.

Game-day service hours are counted for each family member actually serving in an approved role such as admissions, concessions, scorekeeping/bookkeeping, clock operations, security monitor, or hall monitor. Example: if Mom serves concessions for one hour at each of three home games, the family earns three volunteer hours. At an approved service project, each participating family member earns credit for the time actually served. Example: if Dad, Tommy, and Sally each work two hours, the family earns six volunteer hours.

Approved business outreach also counts. Every three documented businesses contacted for Fall Raffle donations or sponsorship opportunities equals one volunteer hour for the family. Approved fundraising and sponsorship proceeds count dollar-for-dollar when the money is actually received by the Crusaders. Example: \$50 in approved raffle sales reduces the January 15 obligation by \$50. A \$300 sponsor can satisfy up to three \$100 January 15 athlete obligations in the same household, if the household has three participating athletes. Families may not independently promise advertising, signage, exclusivity, naming rights, or other sponsor benefits or otherwise bind the Crusaders.

Sponsorship reminder: Approved sponsorship funds received by Crusaders may reduce a household's remaining participation obligation as described here. Families may help identify prospective sponsors, but only authorized Crusaders representatives may approve or promise sponsor benefits. See Policy 3.2.1 in Section 31.



Leadership-service reminder: Qualifying leadership families receive full participation credit under Policy 3.3.1 and do not need to earn the ordinary January 15 offset for covered children. The credit has no cash value and applies only while qualifying service continues.

Crusaders will keep the official tracking record for approved volunteer hours and attributable fundraising/sponsorship proceeds. Families should still review their record and promptly report a discrepancy. Once the household's remaining January 15 obligation is satisfied, additional service or support benefits the Crusaders and has no cash value and creates no refund or payment to the family. The Board/Treasurer may approve a hardship payment arrangement or equivalent-service exception when appropriate.