



1.0 Club Overview

1.1 Introduction And Welcome

Thank you for considering Love Basketball Development (LBD) as you seek a healthy environment to prepare your athlete with life lessons unique to competition and team sport. We recognize there are many youth programs and organizations for your family to choose from. We trust our experience can prove a useful guide to your navigating the world of youth basketball.

This post outlines LBD policies and procedures that administrative and coaching staff will operate by and act in accordance with. It is intended as a reference for players, parents, and coaches throughout the year. Please read it carefully and in its entirety as players will be required to participate with knowledge of and adherence to the policies while parents will be required to sign associated consent forms when registering their athlete.

1.2 Mission, Vision, Values

We want to be an asset to our community. We believe our passion and gifts best combine to teach children the game of basketball and life lessons associated with it. We believe that if children are taught to Learn, Love and Work Hard they will contribute to and become the community we want to live in. To this end, we partner with the student athlete, their parents, and their school coaches to maximize their potential and equip them to navigate their path to placement.

Maximizing a student athlete's potential includes instilling fundamental skills required to advance from one level of play to the next. LBD athletes are regularly evaluated and provided feedback on areas for development and how to capitalize on their strengths. It includes leveraging the game of basketball for crucible moments and as an analog to life where time is taken to discuss life events and share life lessons.

Navigating path to placement involves projecting and connecting the athlete to the highest level of competition they are capable of contributing to, be that high school varsity, collegiately or professionally. Our coaching staff employ their network of coaching contacts at all levels to advocate for and promote the athlete with the goal of obtaining scholarships for those qualified.

Our values are represented in our **W.O.R.K.** acronym of life lessons that we impart to our players. We believe these values will grow the players love for the game to the extent they pursue a relationship with basketball once their playing days are through as a coach, a referee, or a knowledgeable fan.

1.3 Locations

Our teams compete in various facilities and venues throughout the greater houston area along with travel events around Texas and US. *all based on level of team

1.4 Methods Of Communication

These apps and communication channels are not to be used by members for soliciting of any kind:

GroupMe App: <https://groupme.com/>

Email: info@lbdbasketball.com

Phone: 832.392.0435

Website: www.lbdbasketball.com

Instagram: www.instagram.com/lbd.basketball

Twitter: [@coachericlove](https://twitter.com/coachericlove)

Facebook: www.facebook.com/lovebasketballdevelopment

2.0 Club Philosophy

2.1 We Do Not Chase Players

LBD does not chase players. We've witnessed the missed expectations that follow young players moving from program to program or school to school because they choose not to accept the truth – that they have a hole in their game or in their character that's not going to be filled by changing scenery. We're not looking for a "come up" or to recruit the "best" players to win at all costs. We do not travel for the sake of ego. We travel when necessary for recruiting purposes for our high school teams or as a prep or development experience for our middle school teams.

2.2 We Are Not Recreational

LBD is not a recreational, equal-play, trophy-for-all-participants club that does not care about winning and losing. Our teams compete and play to win. Teams are limited in size and all players will get an opportunity to play in games, but players determine their playing time based on their performance. With that in mind, the coach will allocate minutes in games that give the team the best chance to compete and individuals to develop.

2.3 Coaching

Hiring high quality coaches to teach the game is our priority. We have been taught and influenced by some of the best college and professional coaches and want to pass along that knowledge to LBD players. All coaches are screened and certified. LBD requires that our coaches be experienced, knowledgeable, positive yet demanding, passionate, thoughtful, prepared, able to communicate, and most of all willing and able to teach.

2.4 Winning Vs. Success

"While society often perceives winning as the most prized outcome of sport, a single focus on winning by the coach can subordinate every other worthy outcome of an athlete's participation in sports. There is nothing wrong with wanting to win, and our club prepares, trains, and expects to win. Given the choice, all teams would choose to win, but not at all costs. There is a difference between being focused and being obsessed. The means of developing a team is more important than the win-loss record. Winning is not the only important outcome for us.

To LBD, success is our players learning and exercising the values in our acronym **W.O.R.K.**, which we constantly seek to emphasize in competition, and we trust will continue to benefit players long after their basketball careers are over.

Work ethic – It's worth being redundant here, we believe hard work beats talent and we enjoy working with athletes committed to the process of improving rather than short-term outcomes. Developing a work ethic means enjoying skill development as much or more than games. It means loving the game for the game, not for what it brings or what society adds to it.

Ownership – Owning the outcome and accepting responsibility for one's actions is the sign of personal maturity. The ability to overcome obstacles and not give up when a challenge presents itself is an extremely difficult trait to master. In youth basketball, obstacles arise in different forms such as a turnover or missed shot, losing, bad refs, lack of playing time, etc. We teach players to own the things they can control, such as attitude and effort, rather than those things out of their control.

Respect – Respect your parents, the game, your opponent, the officials, your coaches and your teammates. Learning to compete and work/fight for what you want, instead of expecting it to be given is a major challenge facing youth today. Our players must be tough and aggressive in order to earn playing time and win games.

Keep perspective – Basketball is a GAME. It is meant to fun. Often times competitive youth basketball can suck the fun out of the game whether due to pressure, parents, coaches, etc. Our goal is to make sure the game remains fun. This is not to say that there won't be some difficult times, but overall, playing youth basketball should be fun. Learning to compete and discovering that the world is a tough place, but you are tougher, is rewarding and fun!

2.5 Parental Concerns

LBD has established a basketball program in which everyone can be proud to be a part of. We consider ourselves one of the best skill developing programs in the country. To continue this tradition, a positive commitment from coaches, players, and parents is required.

Our coaching staff must be committed to have up to date knowledge to teach the fundamentals of the game and the ability to motivate our players to their maximum level of performance. They must have patience and, above all, the ability to communicate with positive reinforcement and to assist each player in any way possible to achieve the goals established by that player.

Our players must be committed to the program as established by the coaching staff, to practice and play with competitive attitudes, and to maintain good sportsmanship at all times. Finally, our parents must be committed to the program as established by the coaching staff and should maintain a positive attitude toward the program at all times. Parents must eliminate their own ego from the process and see the game without parental eyes. Parents should become knowledgeable of the game to understand how it is played and appreciate the efforts of ALL the players. It is extremely important to the maintenance of our program and to the accomplishment of our goals that coaches, players, and parents maintain a positive attitude. So much can be accomplished if we believe in and are committed to the same system. In the past, three common complaints have been heard from parents, which served only to limit the overall success of the team and the club. They are as follows:

My child is on the wrong team – This generally means that the player is not on what is considered to be “the number one team”. (Very rarely does anyone ask to move down). Methods used to assign players to teams are based on an evaluation conducted in a professional manner based upon the consensus of two-three eminently qualified individuals. Time has shown that team assignments are made fairly with few mistakes. Players have been and will continue to be moved if the qualified individuals feel that it is in the player’s best interest to do so. If you think that a mistake has been made, please discuss it first with Eric Love in private, before involving the player.

My child is not playing the right position – Often a player is the shining star on a high school or middle school team at a particular position and is not allowed playing time at that position in LBD. There are several reasons for this. First, we all must remember that the competition within Select Travel/AAU is a lot stronger than on school teams, therefore, the competition for each position is more intense than in a school environment where the number of skilled players is limited. Second, the coach may have a particular need at a certain position and the player is the only one with the requisite skills to fill that need. In any event, talk to the coach first about any concern you may have and then support the coach’s decision. One further note: **Do not, under any circumstance, corner the coach at a tournament. A meeting time should be scheduled to discuss such a matter. LBD requires a “24-hour rule” for parents to talk to coaches about issues with his/her daughter’s playing time, team, etc.**

My child is not playing enough – This can be a common question or complaint. When playing for LBD at a very competitive level, players will not always play the same amount of time. We only provide a guarantee of 4-6 minutes of playing time per game for Local level teams, Regional and Elite level teams playing time will be earned (remember we are competing to win and develop at the level so expectations are much higher and players will need to compete). After that **Playing time is earned, not awarded. Negative comments directed to other parents, coaches and players concerning offensive schemes, defensive schemes, players’ positions, who is playing, etc. or providing excuses to players for poor performances have no place in our program. Help maintain an excellent program by supporting coaches and players with a positive attitude.**

****Repetitive complaining to the athlete(s) or to a third party that interferes with the club’s efforts to pursue its stated mission and purpose may be a cause, in the sole determination of LBD, to ask the member to resign.****

3.0 Parent Expectations

Parents most important role is to support their child, team, coach, and club. Players will undoubtedly have tough games on occasion, and it is the parents job to support the overarching goals the team is striving to achieve. Please remember, your child's success or lack of success on the court does not indicate what kind of parent you are. But, having an athlete that is coachable, respectful, a great teammate, mentally tough, resilient and who tries their best is a direct reflection on your parenting.

3.1 Overall Commitment

Parents will support their players by positively cheering, not coaching or officiating. Parents will assume financial responsibility and pay in a timely manner. Parents will do their best to ensure players arrive to events on time. Lastly, parents will be amicable to all parents, players, coaches, and referees.

3.2 Parent Code Of Conduct

1. I understand that I am representing LBD, and I will always do my best to positively represent the organization and its values.
2. I will not use team applications or communication channels (email, text groups, WhatsApp, etc.) for soliciting of any kind.
3. I promise to let the coaches coach and will not coach my child or child's team from the sidelines.
4. I promise to let the referees ref and will not yell at them or berate them before, during, or after games.
5. I promise to not yell at or confront opposing team players or parents before, during, or after games.
6. I will do my job as a parent, which means that I will not speak negatively about any coach or player, but rather positively encourage and support my child and my child's teammates and coaches.
7. I will not make the car ride home a poor experience for my child.

3.3 Communication With Coaches And Directors

Should any questions or concerns arise pertaining to your child's status with respect to their team, parents should follow the process of discussion described below in order to understand the situation:

1. If players have concern(s), they are encouraged to first reach out to the coach for a one-on-one phone call or meeting.
2. If there is still concern following the player-coach meeting or phone call, then parent(s) and player(s) will setup a mutually agreed upon phone call or meeting with the head coach.
3. No discussion will take place on game days. Although this might require patience, please realize the coach is responsible for the entire team and should not be expected to focus on one individual at crucial team events.
4. If concern(s) still exist on behalf of any party, a phone call or meeting involving the LBD leadership, head coach, player(s) and parent(s) may be warranted to seek resolution. Only after such meeting will the matter be resolved and closed.

All problems and concerns are vetted only in a scheduled phone call or meeting. All outcomes will be confidential and private. Please refrain from sending inappropriate or accusatory emails to any LBD staff, coaches, team representatives or fellow parents.

4.0 Player Expectations

Players are expected to maintain a club and team-first attitude. Players should expect to learn and continue to build upon their fundamentals. Likewise, players will learn about the strategic basketball game, including offensive and defensive systems. Most of all, players and teams are expected to play tough, play smart, and play together.

4.1 Overall Commitment

Players are to attend all tournaments, and team/club events.

4.2 Player Code Of Conduct

1. I understand that I am representing LBD, and I will always do my best to positively represent the organization and its values.
2. I will demonstrate good sportsmanship, which means I will be respectful of all players, coaches, referees, and parents.
3. I will not whine, complain, make excuses, or pout when things do not go my way.
4. I promise to be as enthusiastic about the success and accomplishments of my teammates as I am of my own.

4.3 Technical Fouls/Ejections

Any player that receives a technical foul will be automatically subbed out of the game by the team coach. It will then be up to the team coach depending on the nature of the technical as to if that player re-enters the game. Any player ejected from the game will be automatically suspended for the remainder of that tournament and further disciplinary action may be taken by LBD.

4.4 Communication With Coaches

Players should email, call, or text coaches to setup a time outside of games to discuss skill development, playing time, team chemistry or other issues that may arise.

Coaches will talk or meet with players in a public, neutral area to discuss the player's concerns.

Coaches will give direct feedback to players to use as a guideline for resolving the issue.

Players are expected to reply to coach texts, emails and communications within a timely manner.

5.0 Three-Strike Violation Policy

As you've read, LBD has Code of Conduct policies for our players and parents, and we require strict adherence. Along with this, LBD also has a three-strike violation policy for players and parents that violate their respective Code of Conduct. Please see expected outcomes below with the understanding that further disciplinary action may be taken by LBD as the situation warrants.

5.1 First Offense – Verbal/Written Warning

LBD leadership issues verbal warning/written warning in email form within 24 hours of offense.

5.2 Second Offense – Parent Suspension

The second offense could be the same or a different violation/offense. LBD leadership will issue a suspension in written form via email within 24 hours of event. This means that the player and/or parent is suspended from attending the remainder of the tournament, AND the next tournament. If that parent does attend games, coach

should be instructed not to play their child at all during the games in which parent is in attendance. If parent does not adhere to suspension and attends games, they will be expelled from program.

5.3 Third Offense – Family Expulsion

The third offense could be the same or a different violation/offense. In this case, the parent, player, and family are expelled from our program. LBD leadership will inform parent/family of expulsion from the program within 24 hours of event. The family will not be allowed back into the LBD program. A refund for the season will not be given.

6.0 Risk Management

6.1 Insurance Policy

All LBD participants are required to have accidental/medical insurance that will cover them in the event of injury or illness.

6.2 Release Liability

During the registration process, parents will agree they've read and understand our Policies and Procedures post and agree to the below Release and Waiver. Coaches will also agree to and sign the below Release and Waiver.

I hereby agree to indemnify and hold harmless LBD, its parent, subsidiary and affiliated entities and/or any officers, partners, members, directors, coaches, employees, servants, agents, licensees and assigns of any of the foregoing, from and against any and all suits, awards, claims, damages, liabilities, costs and expenses (including reasonable attorney fees and related costs) arising out of injury or damages to participant in connection with his/her participation in any LBD program or event. I hereby authorize LBD to act for me according to their best judgment in any medical emergency situations.

Participant agrees that any pictures, audio, or visual recordings taken of him/her in connection with the seminar can be used for publication, promotion, articles, shows and advertisement without additional consent and without compensation at this time or any other time.

6.3 Safety Policies And Procedures

The development of the LBD Safety Policies and Procedures is not meant to be punitive, but rather designed to protect everyone involved. The below points are to be enforced among leadership, coaches, players, and parents.

- Coaches will avoid being alone with a player in non-public settings, including but not limited to, cars and hotel rooms.
- At no time will a coach, or parent verbally, physically, or sexually abuse a player.
- Coaches will not buy gifts or give money to players.
- Coaches will avoid fraternization with players in non-sanctioned settings.
- Profanity is prohibited.
- Parents and/or guardians of players ejected from games will require written notification by the coach to LBD leadership within 24 hours of the incident. Such incidents will be investigated, and suspension or expulsion from the club will be considered.
- Other incidents of inappropriate behavior by coaches, parents, and/or players including physical or verbal altercations, threats, and related activities at games or team events will be reported to LBD leadership within 24 hours, and suspension or expulsion from the club will be considered.
- Player and parent personal information including phone number, email, home address, etc. will not be disseminated without prior consent from said player or parent.

6.4 Emergency Procedure

In the event of an emergency, the coach on-site will contact all appropriate medical and protection agencies and then notify the LBD staff.

6.5 Grounds For Season Or Club Membership Termination

Every effort will be made to ensure the positive experience for all players and parent members involved. Termination of a player is a right reserved by the organization as a last resort when all other resources of conflict resolution have been exhausted.

Any player terminated by the director through the infraction of the stated organization rules (player or parent), will still be held liable for any and all outstanding membership fees and club dues as outlined at the beginning of the season. Terminated player will not be entitled to a refund of any such fees paid to the organization.

7.0 Parent/Player Acknowledgment

Acknowledgment Of Policies & Procedures

By checking the acknowledgment box during the LBD membership purchase process, you (LBD guardian/parent of minor participating player) understand and agree to the contents and provisions of this post and any other policy manuals and/or procedures of LBD. Also, you understand and agree that nothing in this Policies & Procedures post constitutes a guaranteed membership. Lastly, by checking the acknowledgement box during registration you further understand that the contents of this post are the property of LBD.

RELEASE AND WAIVER OF LIABILITY

IN CONSIDERATION of being given the opportunity to participate in any LBD activity, including scheduled, supervised activities and trips, during the year of registration for ("Activity") if, my personal representatives, assigns, heirs, and next of kin.

1) I ACKNOWLEDGE, agree and represent that I understand the nature of basketball and that I am qualified, in good health, and in proper physical condition to participate in such Activity.

I FULLY UNDERSTAND that: (a.) basketball ACTIVITIES, and travel to and attendance at various events, INVOLVE RISKS AND DANGERS of serious bodily injury, including permanent disability and death ("Risks"); (b.) these Risks and dangers may be caused by my own actions, or inactions, the actions or inactions of others participating in the Activity, the condition in which the Activity takes place, or the negligence of the Releasees named below; (c.) there may be other risks and social and economic losses either not known to me or not readily foreseeable at this time; and I FULLY ACCEPT AND ASSUME ALL SUCH RISKS AND ALL RESPONSIBILITY FOR LOSSES, COSTS, AND DAMAGES I incur as a result of my participation in the Activity.

I AGREE AND WARRANT that I will examine and inspect each Activity in which I take part as a member of LBD and that, if I observe any condition which I consider to be unacceptably hazardous or dangerous, I will notify the proper authority in charge of the Activity and will refuse to take part in the Activity until the condition has been corrected to my satisfaction.

I HEREBY RELEASE, discharge, and covenant not to sue LBD, its Regatta, directors, agents, officers, volunteers and employees, other participating groups, any sponsors, advertisers, and if applicable, owners and lessors of premises, on which the Activity takes place, (each considered one of the Releasees herein) from all liability, claims, demands, losses or damages on my account caused or alleged to be caused in whole or in part by the negligence of the Releasees or otherwise, including negligent rescue operations; and I further agree that if, despite this release and waiver of liability, assumption of risk, and indemnity agreement, I, or anyone on my behalf, makes a claim against any

of the Releasees, I WILL INDEMNIFY, SAVE AND HOLD HARMLESS each of the Releasees from any litigation expenses, attorney fees, loss, liability, damage, or cost which any may incur as a result of such claim to the fullest extent permitted by law. I have read this agreement, fully understand its terms, understand that I have given up substantial rights by signing it and have signed it freely and without any inducement or assurance of any nature and intend it to be a complete and unconditional release of all liability to the greatest extent allowed by law and agree that if any portion of this agreement is held to be invalid, the balance, notwithstanding, shall continue in full force and effect.

I, the undersigned participant, for myself and for my heirs, executors, legal representative, successors and assigns, hereby waive all claims and/or course of action, including negligence, against LBD, any affiliate, and all of their officers, directors, employees, coaches, volunteers and agents, arising out of or in any way connected with my participation in LBD.

“PARTICIPATION” INCLUDES, BUT IS NOT LIMITED TO, TRAVEL TO AND FROM THE EVENT AS WELL AS ALL ACTIVITIES ENCOMPASSING SAID EVENT.

I HAVE READ THE ABOVE WARNING, WAIVER AND RELEASE, UNDERSTAND THAT I GIVE

UP SUBSTANTIAL RIGHTS BY SIGNING IT, AND KNOWING THIS, SIGN IT VOLUNTARILY. I AGREE TO PARTICIPATE KNOWING THE RISKS AND CONDITIONS INVOLVED AND DO SO

ENTIRELY OF MY OWN FREE WILL. I AFFIRM THAT I AM AT LEAST 18 YEARS OF AGE, OR, IF I AM UNDER 18 YEARS OF AGE, I HAVE OBTAINED THE REQUIRED CONSENT OF MY PARENT/GUARDIAN AS EVIDENCE BY THEIR SIGNATURE BELOW.

PARENTAL CONSENT (if participant is under the age of 18).

AND I, the minor’s parent and/or legal guardian, understand the nature of basketball activities and the minor’s experience and capabilities and believe the minor to be qualified to participate in such activity. I hereby release, discharge, covenant not to sue, and AGREE TO INDEMNIFY AND SAVE AND HOLD

HARMLESS each of the Releasees from all liability, claims, demands, losses, or damages on the minor’s account caused or alleged to be caused in whole or part by the negligence of the Releasees or otherwise, including negligent rescue operations, and further agree that if, despite this release, I, the minor, or anyone on the minor’s behalf makes a claim against any of the above Releasees, I WILL INDEMNIFY, SAVE, AND HOLD HARMLESS each of the Releasees from any litigation expenses, attorney fees, loss, liability, damage, or cost any may incur as the result of any such claim, to the fullest extent permitted by law.

FOR PARENTS/GUARDIANS OF PARTICIPANTS OF MINORITY AGE (UNDER AGE 18 AT TIME OF REGISTRATION)

This is to certify that I, as parent/guardian with legal responsibility for this participant, do consent and agree to his/her release and agree to indemnify and hold harmless the Release from any and all liabilities incident to my minor child’s involvement or participation in these programs as provided above, even if arising from their negligence, to the fullest extent permitted by law. I have instructed the minor participant as to the above warnings and conditions and their ramifications.

LBD Parent Pledge

1. As an LBD Parent I will let players and coaches take responsibility for the first goal of winning. I will relentlessly focus on the second, more important, goal of using sports to teach life lessons to my child and other youth.
2. I will positively encourage my children, their teammates, and coaches.
3. I will reinforce LBD goals of giving maximum effort, learning, and bouncing back from mistakes. Because I understand this approach will help my child be successful in sports and in life, I will encourage my child to:
 - Put in a high level of effort to get better
 - Cultivate a Teachable Spirit to continue to learn and improve

- Use a Mistake Ritual e.g. flushing mistakes, to quickly rebound from mistakes
- 4. I will set an example for my child by honoring the game and will encourage him/her to remember to respect the rules, opponents, officials, and teammates. If the official makes a call against my team, I will Honor the Game and be silent!
- 5. I will use a self-control routine to avoid losing my composure when things go wrong. I will take a deep breath, turn away from the game to refocus, count backwards from 100 or use self-talk ("I need to be a role model. I can rise above this.").
- 6. I will engage in No-Directions Cheering. I will limit my comments during the game to encouraging my child and other players (from both teams).
- 7. I will get my child to games on time and will be on time picking my child up after games.
- 8. I will refrain from making negative comments about my child's coach in my child's presence. I understand that this will help to avoid planting negative seeds in my child's mind that can negatively influence my child's motivation and overall experience.

GRIEVANCE POLICY & PROCEDURES

Knowing when to communicate and how to communicate with your athlete's coach is a concern for almost every parent at some time during the season. Most often, the concern is how to inquire about issues surrounding playing time.

LBD has always tried to encourage the athlete to talk to the coach when he/she has a problem with his/her playing time. If the athlete is unsure or unclear about what the coach expects from him/her, either in practice or in competition, the appropriate action is for the athlete to communicate with the coach as to what he/she needs to do to get more opportunities to play in games or at another position.

When parents have a problem that is specific to their own athlete, we also encourage them to speak first to the coach. Coaches WILL NOT discuss "coaching decisions." Coaching decisions include, among other things, specific match decisions (who played when, who was subbed in/out and when, etc.). Playtime is a very complex determination. It includes the coach's opinion, the athlete's ability, the athlete's potential, the team's needs at the moment, the momentum of the game, and the team's needs for the future. The coach will not be required to defend his/her thought process or conclusions in these determinations, and it is improper for a parent to make such a request.

In addition, LBD instructs coaches not to discuss any athlete other than the parent's own or the actions of any other LBD coach. If you, as a parent, have legitimate concerns about a coach other than your athlete's coach, or with an athlete other than your own, you must address the director.

Refunds and Deposits:

LBD has a strict no refund policy. Why? We make a large investment into our coaches, teams, and players upfront, and we budget and pre-pay for many of our team expenses before team activities begin.

Injury Refund Policy

If a player gets injured and is expected to be out 6 weeks or longer, said player can provide LBD with a doctor's note, and LBD will put a stop payment on any future installments until that player is healthy and able to return. Refunds for past installments will not be given.

Date: _____

Parent Signature: _____