



PANTHER PRIDE



# Volunteer Packet



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*The spirit, the will to win, and the will to excel are the things that endure. These qualities are so much more important than the events that occur.*

-Vince Lombardi



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## Preface

For any football program to be successful it must instill its philosophy early in the development of its players. Strong direction within instructional level programs such as Flag, Tiny-Mite and Mitey-Mite teams are the essential building blocks for strong competitive teams at the Junior Peewee, Peewee, and Midget level. With a successful Pop Warner Little Scholars organization we offer our children the opportunity to reap the benefits of improved social skills, self esteem and confidence while creating a strong feeder program for our local high schools.

## Mission Statement

The Cortlandt Panther Pop Warner Little Scholars Football and Cheer Association will firmly implant the ideals of good sportsmanship, teamwork, honesty, loyalty, courage and respect for authority in all of its players. We will provide a thoroughly developed, well coached, and safe, therefore fun, environment for the youth of our community.

## Panther Pride Mentality

We will outwork, out hit, and out hustle every team we play. We will build a fundamentally sound and mentally and physically tough team. We have **"Panther Pride"** and **"Pursue Perfection"**.



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## Pursue Perfection

**Perfection** is a labor of love. It is achieved in an individual through a deliberately rigorous and passionate desire to perform to his greatest ability, never accepting second best. Perfection is not impossible to attain nor should it be dismissed as such. It should be our primary purpose to focus on being perfect in all things we attempt even while knowing we may not reach the goal. This focus will create an expectation of greatness wherein failure to be perfect will result in being excellent.

**Perfection** is never an accident. It is achieved in a "Team" only as a result of an unrelenting and vigorous insistence on the highest standards of performance. It requires an unswerving expectancy of quality from the coaches and players. It is always the result of a creatively conceived and precisely planned effort.

**Perfection** is contagious. It infects and affects everyone on the team. It charts the direction of the program. It establishes the criteria for planning. It provides zest and vitality to the team. Once achieved, perfection has a talent for permeating every aspect of the life of the team.

**Perfection** demands commitment and a tenacious dedication from the leadership of the team. Once it is accepted and expected, it must be nourished and continually reviewed and renewed. It is a never ending process of striving and searching. It requires a spirit of mission and boundless energy.

**Perfection** inspires. It electrifies. It empowers every phase of the organization's life. It unleashes an impact, which influences every program, every activity, every player, and every coach. To instill it in an organization is difficult: to sustain it, even more so. It demands adaptability, imagination and vigor. But most of all, it requires from the leadership of the "Team" a constant state of self-discovery and discipline.

**Perfection** must be the primary pursuit of all players, coaches, parents and teams. Perfection as a student-athlete is critical, because it yields "**Panther Pride**".



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## **Pride, Tradition, and Loyalty**

### **PRIDE**

We will set ourselves apart from the ordinary and set the standard. Pride not only begins with the players, but belongs to the organization, the coaches, the parents, and the community. We will become “that something” for all to rally behind and support. As an organization, we must be willing to go to the community and ask for help in supporting the things we are trying to do. Having secured many friendships and contacts over the years, we must capitalize on these to further a positive, and successful, football program.

### **TRADITION**

Tradition is developed through hard work and sacrifice. Striving to educate our athletes that what they do now will be part of who they become, is a tremendous responsibility for all coaches. If our players set high goals and expectations, working hard to achieve them, they will leave a lasting legacy for those behind them to follow. This growth process will prepare them for their futures and will become a model for all that follow to emulate. The younger players will naturally look up to them and strive to achieve beyond their predecessors.

### **LOYALTY**

Loyalty is accomplished by having a positive, and successful, athletic experience and environment. When an athlete knows that his coaches truly care for him, the loyalty creates a wonderful cycle of continued success. We as leaders need to show genuine concern for those players who have given their time and effort to the program. This can be as simple as a handshake and a “thank you.” Once a player knows that you genuinely care for him, he will do anything within his power to pay back what he has received.



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## **The Organization**

### ***Football Committee***

#### **Organizing Members (1 year Term )**

Vice President – <b>Rob Cosentino</b>	(Board of Directors)
Football Commissioner – <b>Ricky Gillison</b>	(Board of Directors)
Safety & Equipment Director – <b>Ben LaRosa</b>	(Board of Directors)
Recording Secretary – <b>Rachel Gibson</b>	(Board of Directors)

#### **Executive Member (1 year Term)**

President – <b>Ron Espinosa</b>	(Board of Directors)
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#### **Standing Committee Members**

Four (4) Organizing Members from the Panther Board of Directors, One (1) Executive Member and the Head Coach from each football team the Cortlandt Panther organization fields in the Mid-Hudson Conference Pop Warner Little Scholars league.

Executive Member: the Panther President shall act as an executive committee member and be asked to vote to resolve any tie committee vote.

#### **Coaching Members (6 month Term)**

Head Coach Tackle (Peewee: age 9-12) – (To Be Announced)  
Head Coach Tackle (Junior Peewee: age 8-11) – (To Be Announced)  
Head Coach Tackle (Mitey-Mite: age 7-9) – (To Be Announced)  
Head Coach Tackle (Tiny-Mite: age 5-7) – (To Be Announced)  
Head Coach Flag (Cub: age 5-7) – (To Be Announced)



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## Coaching Positions

**Head Coach-** Appointed by the Football Committee and will serve at the pleasure of the Football Commissioner and Board of Directors. The Head Coach operates the team within the guidelines of the Cortlandt Panthers Pop Warner Little Scholars Football and Cheer Association Football Guide, Code of Conduct, Coaches Guide and other Board of Directors approved policies and procedures. (S)He will have sole authority over the management of his individual team and coaching staff within the boundaries of the above mentioned governing documents. This will include, beyond commonly accepted coaching duties, the ability to remove, reprimand and suspend any staff member for violations or conduct detrimental to the team. His/her primary role will be to manage his/her staff and develop the practice and game plan on a week to week basis. The practice and game plans should instruct our players as to the tenets and execution of the game of football.

**Coordinators-** limited to one Defensive and one Offensive Coordinator per team. These Coordinators will be appointed by the Head Coach in conjunction with the Football Committee and will serve at the pleasure of the Head Coach and the Board of Directors. They will have primary jurisdiction over their designated unit with input from the Head Coach and as is consistent with the governing documents of the Association and Pop Warner Little Scholars in general.

**Assistant Coaches-**will be allowed only at the instructional levels of participation and will be limited to two per team. They will be appointed by the Head Coach in conjunction with the Football Committee and will serve at the pleasure of the Head Coach, Football Committee and the Board of Directors. Assistant coaches will be charged with various responsibilities as assigned by the Head Coach or Coordinators.



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## Staff Positions

**Trainer-** Appointed by the Football Committee in conjunction with the Head Coach and serve at the pleasure of the Head Coach. His/her role will be to supervise conditioning and physical preparedness in concert with the goals of the Association, Conference and National Policies of Pop Warner Little Scholars. This will include stretching, calisthenics, injury monitoring, medical clearance and in game monitoring of player health. The ruling of the Trainer as to a player's fitness to participate in practice or games shall be final and binding.

**Equipment Manager** - Appointed by the Football Committee in conjunction with the Head Coach and serve at the pleasure of the Head Coach. His/her role will be to supervise disbursement and collection of equipment, maintain the in season player equipment and certify all players are properly equipped to participate in practices and games as is consistent with the goals of the Association, Conference and National Policies of Pop Warner Little Scholars.

**Team Parent-** Appointed by the Football Committee in conjunction with the Head Coach and serve at the pleasure of the Head Coach. The role will be to communicate all team announcements to the team parents, assist the head coach with administrative duties and organize team events as is consistent with the goals of the Association, Conference and National Policies of Pop Warner Little Scholars.

## Becoming a Coach

Coaches will be selected from the pool of volunteer applicants interested in becoming a coach and who comply with the below requirements. Those deemed most qualified by the Board of Directors or its designee will be appointed the role of Head Coach for the immediate season commencing June 1<sup>st</sup> and ending December 31<sup>st</sup> of the current calendar year.

Those volunteers not appointed to Head Coaching positions will be eligible to join a team staff and will be appointed by the Head Coach and Football Committee. At no time will a volunteer be allowed to coach who has not complied with the below requirements.



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Parents who wish to assist the staff with drills but not be a full time coach must submit a volunteer application and pass a background check. The Head Coach agrees to be responsible for any parent (s)he allows to participate in a team practice. At no time will a non-staff member be allowed on a sideline during a scrimmage or game.

## **Requirements:**

1. Submit a Pop Warner Volunteer application for each year. No volunteer will be considered without a current application on file.
2. Pass a background check.
3. Be certified by the State University of NY-Youth Sports Institute as a Youth Coach.
4. Attend a Panthers hosted Positive Coaches Alliance 2 hour Coaching workshop.
5. Attend in person a Panthers hosted USA Football Certification course and pass with at least an 80% the tests for Level I and II.
6. Be CPR and First Aid certified
7. Pass with an 80% grade or better the Pop Warner Rule Book Panther certification test.
8. Pass an interview process with the Football Committee.
9. Be dedicated to the Cortlandt Panther Pop Warner Little Scholars Football and Cheer Association.
10. Do everything possible to develop a winning attitude in themselves, the staff, the team, and the program.

Coaches will be graded for each component of the process. The components will have a maximum score as follows:

Application-	5 points
Background Check-	5 points
SUNY-YSI Course-	10 points
PCA Workshop-	10 points
USA Football-	20 points
Panther Certification-	20 points
Interview-	30 points

The highest scored candidates will be appointed as Head Coaches. Failure to complete any section of the process will result in the candidate forfeiting his/her application.



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## What we Expect in a Coach

1. To be the best teacher/coach that (s)he can be.
2. To be a positive role model.
3. To sell, defend and be loyal to the Cortlandt Panther Pop Warner Little Scholars Football and Cheer Association and the Pop Warner Little Scholars Organization itself.
4. To be dedicated to the Cortlandt Panther Pop Warner Little Scholars Football and Cheer Association.
5. To do everything possible to develop a winning attitude in themselves, the staff, the team, and the program.
6. To be seriously interested in the success of our players and staff, on the field and in the classroom.
7. To know the entire offensive and defensive schemes and game plans.
8. To have a thorough knowledge of all fundamental techniques employed.
9. Be thoroughly prepared for carrying out his/her responsibilities on the practice field.
10. Not to be a 'YES' man, but to effectively communicate their ideas through positive reinforcement.
11. To attend all meetings when called.
12. To study and work hard to become a great coach. Professional growth is a must for any coach in order to maintain and develop new innovative ways of coaching, teaching techniques, and stay abreast of any rule changes.
13. Devote time tirelessly to all phases of the program, practice, film review/breakdown, scouting, strength & conditioning supervision, recruiting, etc.
14. Above all, an outstanding coach is 100% loyal to the other coaches on the staff. There is no place in our program for a disloyal member.
15. Pursue Perfection and vigilantly promote the merits of the pursuit.
16. To comply with all goals, objectives, rules and policies of the Association.



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## **What Coaches can expect from us**

1. To run an organized program so that they will be able to function efficiently.
2. To maintain a positive atmosphere that is conducive to teamwork and continuing to develop all assistant coaches.
3. To sincerely listen to their suggestions.
4. To give responsibility and authority.
5. To work and provide leadership to win.
6. To treat them with respect and dignity.
7. To sell them to our players, the community, and the other coaches.
8. To let them coach on the field within their personality.
9. Maintain an open door policy.
10. To be the spokesman for the entire staff.

## **What we expect from our players (and for you to teach!)**

1. To give their best effort towards receiving a quality education.
2. To abide by all team and school rules.
3. To abide by the Panther/MHC/Pop Warner code of conduct.
4. To treat their coaches, support staff and the public with respect and remember that their actions reflect on the whole program.
5. To treat teammates with respect.
6. To accept responsibility.
7. "To become their word." Action matches words.
8. Always give their best effort for the team, teammates, and themselves.
9. To sell, defend and be loyal to the Cortlandt Panther Football program.
10. To be prompt
11. To hustle.
12. To know their assignments.
13. Sacrifice for the team.
14. To attend all meetings.
15. To participate in off-season and in-season conditioning programs.
16. To be mentally and physically tough to handle the rigors of the program.
17. To be the best person they can be.
18. To be a person of CHARACTER. (Character is doing the right thing when no one else is looking.)

# Pop Warner Little Scholars, Inc.

## Official 2010 Volunteer Application (Complete BOTH Pages) Do NOT use forms from previous years.

PLEASE NOTE: A copy of a valid government-issued photo identification must be attached to this application.

Name: \_\_\_\_\_ Date: \_\_\_\_\_ Special professional training, skills, hobbies: \_\_\_\_\_

Prior/Maiden Names or Aliases: \_\_\_\_\_

Address: \_\_\_\_\_ Community affiliations (Clubs, Service Organizations, etc.): \_\_\_\_\_

Telephone: \_\_\_\_\_ Email: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ Previous/current volunteer experience (e.g. baseball/softball and years): \_\_\_\_\_

Mailing Address (if different): \_\_\_\_\_

Do you have children in the program? YES \_\_\_\_\_ NO \_\_\_\_\_

Previous states resided in the past 5 years: \_\_\_\_\_ If yes, at what level? \_\_\_\_\_

Date of Birth: \_\_\_\_\_ (mm / dd / yyyy) Special Certification (i.e. CPR, Medical, etc.): \_\_\_\_\_

Social Security Number: \_\_\_\_\_ \*Have you ever been convicted of a felony? YES \_\_\_\_\_ NO \_\_\_\_\_

Occupation: \_\_\_\_\_ If yes, provide your current legal status (parole, etc.) \_\_\_\_\_

Employer: \_\_\_\_\_ \*Have you ever been convicted of **any** crime involving or against a minor? YES \_\_\_\_\_ NO \_\_\_\_\_

Address: \_\_\_\_\_ \*Have you ever plead guilty to, been convicted of or involved with **any** other type of crime? YES \_\_\_\_\_ NO \_\_\_\_\_

Do you have a valid driver's license? YES \_\_\_\_\_ NO \_\_\_\_\_ If yes, explain: \_\_\_\_\_

Driver's License#: \_\_\_\_\_ State: \_\_\_\_\_

\*Have you ever been refused participation in any other youth program(s)? YES \_\_\_\_\_ NO \_\_\_\_\_ If yes, explain: \_\_\_\_\_

\*If any or all of the answers to these questions is found to be partially or wholly untrue, it may result in immediate dismissal as indicated in the signature portion of this application.

### In which of the following would you like to participate? ("X" one or more.)

League Official: \_\_\_\_\_ Head Coach: \_\_\_\_\_ Board Member: \_\_\_\_\_ Equipment Manager: \_\_\_\_\_ Assist. Coach: \_\_\_\_\_

Team Mom: \_\_\_\_\_ Coach Trainee: \_\_\_\_\_ Trainer: \_\_\_\_\_ Student Demo: \_\_\_\_\_

Other: \_\_\_\_\_

**Privacy Policy:** Your privacy is important to us. PWLS does not sell or release contact information to any non-affiliated organization. However, Pop Warner and its partners may contact you with essential program information as well as special offers and promotions. Please be advised that partners are not permitted to retain your information for non-Pop Warner use unless you specifically grant them permission. Please contact the PWLS National Office in writing for opt out information.

# Pop Warner Little Scholars, Inc.

## Official 2010 Volunteer Application. (Page 2) Do NOT use forms from past years. (Complete BOTH Pages)

**PLEASE NOTE: A copy of a valid government-issued photo identification must be attached to this application.**

Please list three references, aside from family members, at least one of which has knowledge of your participation as a volunteer in a youth program:

<u>Name:</u>	<u>Nature of Relationship:</u>	<u>Phone #:</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____

I hereby swear and attest that all information provided on this application is true and complete to the fullest extent of my knowledge. If I am accepted as a volunteer, Pop Warner may end the relationship immediately if I have made any false statements or material misrepresentations, written or verbal. As a condition of volunteering, I hereby grant permission to Pop Warner to conduct a background check on me, which may include a review of database records including but not limited to sex offender registries, child abuse and criminal history records in compliance with Pop Warner's child protection policy. I understand and agree that, if appointed, my position is conditional upon the league/association receiving no inappropriate information on my background. I hereby release and agree to hold harmless from liability the local Pop Warner, Pop Warner Little Scholars, Incorporated, the officers, employees and volunteers thereof, and/or any other person or organization that may provide such information.

I also understand that, regardless of previous appointments, Pop Warner is not obligated to appoint me to a volunteer position. I understand that, prior to the expiration of my term, I am subject to suspension by the President and removal by the Board of Directors for any and all violations of Pop Warner policies or principles. Furthermore, I hereby attest that all contact information provided herein is up to date and I hereby grant Pop Warner Little Scholars, Inc. and its partners permission to utilize such contact information for communications and promotions during my tenure as a volunteer.

**Dispute Resolution Policy:**

If appointed, I hereby understand and agree that any and all civil disputes by and between myself, Pop Warner and any and all affiliated parties will be subject to binding arbitration in the locale of the Pop Warner Little Scholars, Inc. National Office in Langhorne, PA in accordance with Pennsylvania law under the guidelines and rules of the American Arbitration Association. I hereby agree that this binding arbitration shall be in lieu of any litigation by and between myself, Pop Warner and any and all affiliated parties. I also understand and agree that if I contest any decision or ruling of Pop Warner and lose, that I will reimburse Pop Warner for all legal fees and expense it reasonably incurs. If any portion of this application shall be deemed unenforceable or invalid, the remainder shall retain full force and effect.

_____	_____
<b>Applicant Signature</b>	<b>Date</b>
<b>Applicant Name (Print or Type):</b> _____	

NOTE: Pop Warner Little Scholars, Inc. will not discriminate against any person on the basis of race, creed, color, national origin, marital status, gender, sexual orientation or disability.

**For Local Use Only.** Below please print the **legal name** of the individual who performed the background check on the applicant and name of the local organization.

Background check completed by Association officer: \_\_\_\_\_  
or \_\_\_\_\_

Background check completed by League officer: \_\_\_\_\_  
or \_\_\_\_\_

completed by: \_\_\_\_\_ Date Completed: \_\_\_\_\_

**System(s) used for background check (minimum of one must have "X"):**

Online multistate database: \_\_\_\_\_ State/Federal Criminal History Records: \_\_\_\_\_ FEDERAL Sex Offender Registry \_\_\_\_\_ Other (please explain): \_\_\_\_\_  
(Lexis Nexis' Volunteer Select Plus, etc.)

**\*\* NOTE:** A State Sex Offender Registry check alone is NOT sufficient to comply with Article 21. It MIUST be supplemented by one or more of the above.

**LEAGUES: You must maintain copies of background check results at the league level for the duration of the volunteer's service.**