

MANLY EAGLES BASEBALL CLUB



**BOARD MEMBERS
POLICY
CODE OF CONDUCT**

Our commitment

To ensure that all members have the opportunity to take up positions on the MEBC Board if they seek and are treated with the respect that deserves a volunteer within baseball.

Understanding the Role of a Board Member

Anyone who does become a Board Member on MEBC committee does so knowing that they are prepared to uphold the ideal, the mission statement, the vision and values of MEBC. They must also be aware of and uphold the code of conduct covering them as a Board Member.

Our Ideal

The Manly Eagles Baseball Club, MEBC, provides an environment for all levels of playing baseball. It is a club rich in history, continually seeing members furthering their skills whilst playing for the club. It has seen many graduates move onto playing for Australian, US College and US Pro teams in both men's and women's baseball. MEBC has a huge wealth of dedicated staff, coaches and volunteers that run the day to day tasks that keep the great tradition of baseball going here in Manly. MEBC is a winning organisation that expects the very best from its players and coaches whilst playing in its colours. Its aim is to continually develop the game of baseball competitively through knowledge and fitness gained in playing for Manly

Our Mission Statement

To provide our players with the most professional baseball experience possible

Our Vision

Baseball demands the best from an individual within a teamed environment. It takes great fitness and belief in one's ability to act quickly and precisely to play this game. It also takes patience, dedication and teamwork. As a club we expect players to train to improve their skills, fitness and disciplines of the game whilst recognizing that they need to make extraordinary sacrifices in their work and family commitments to do so. From those sacrifices we expect to win all the time and players will be found out by coaches and team mates when they are not doing the work to better themselves and the team they commit to.

Our Values

Players

- To play with passion and pride befitting the MEBC jersey within the bounds of the rules and the spirit of the game
- To train regularly with purpose and determination
- To play for MEBCis to embrace leadership, take ownership; don't follow, get better

Coaches

- To provide every player the opportunity to excel and achieve their highest potential
- To continue to learn to be able to stay up with the game
- To exhibit the same character, professionalism and respect that we expect from of our players

Administration

- To provide a top-notch experience at an affordable cost. Our fees are set with a humble understanding of the costs associated with running a league of this level
- To act professionally is paramount. MEBC will have several administrators who are strictly devoted to the needs of our coaches, players and families
- To run MEBC in line with the peak body whilst maintaining and overseeing BNSW ideals and values

Fans

- To support and partake in all club activities respecting the MEBC long history whilst embracing the clubs ideals and values

Our Board Members Code of Conduct

Board members should:

- Act honestly, in good faith in the exercise of his or her duties, for the best interest of the organisation.
- Perform the duties of his or her office impartially, uninfluenced by fear or favour.
- Exercise the degree of duty of care and diligence in fulfilling the functions of the office and exercising the functions of that office.
- Recognise that the primary responsibility is to the members as a whole but should, where appropriate, have regard for the interests of all stakeholders of the organisation.
- Not make improper use of information acquired by the use of his or her position as a board member to gain, indirectly or directly, an advantage for himself or herself or for any other person or to cause detriment to the sport.
- Not take improper advantage of the position.
- Not allow personal interests or the interests of any associated persons, or sectional interests to conflict with the interests of the organisation.
- Should not engage in conduct likely to bring discredit upon the organisation.
- Be clear and understand the roles, responsibilities and reporting relationships of the board and professional staff.
- Not individually instruct the executive on matters relating to operational issues.
- Attend all board meetings. Where attendance is not possible members will submit an apology. If absence is likely to extend for several consecutive meetings, members will obtain leave of absence.
- At board meetings recognise the authority of the Chair.
- Listen to and respect opinions of fellow colleagues.
- Debate issues in a non-threatening, co-operative manner at all times.
- Prepare for meetings by:
 - Preparing timely and complete reports as required for the member's board position.
 - Reading and considering papers circulated with the agenda.

Board members should also:

- Express concerns to the Chairperson or other relevant authority about decisions or actions contrary to the board's public duty.
- Maintain confidentiality and not divulge information deemed confidential or sensitive. If members are uncertain they should seek direction from the Chairperson.
- Avoid discussing board business in public places where there is a likelihood of being overheard.
- Have an obligation to be independent in judgment and actions and to take reasonable steps to be satisfied as to the soundness of all decisions of the board.
- Ensure that the organisation's assets are protected via a suitable risk management strategy.
- Not demand or accept in connection with their official duties any fee, favour, reward, gratuity or remuneration of any kind, outside the scope of their entitlements as a board member, unless authorised by the Chairperson.
- Have an obligation to comply with the spirit, as well as the letter of the law and with the principles of this code.
- Abide by board decisions once reached.
- Once decisions are made, speak with one voice.

Conflict of Interest

- When a board member or his/her immediate family or business interests stands to gain financially from any business dealings, programs or services of the organisation.
- When a board member offers a professional service to the organisation themselves.
- When a board member stands to gain personally or professionally from any insider knowledge if that knowledge is used to personal advantage.
- Where a board member or the ex/officio member of the board has a role on the governing body of another organisation, where the activities of that other body may be in direct conflict or competition with the activities of MEBC.
- Eligibility for Board membership must at all times be in compliance with the associations constitution.
- Any business or personal matter, which could lead to a conflict of interest of a material nature involving a board member and their role and relationship with the organisation must be declared and registered in a register of interests.
- All such entries in the register shall be presented to the board and minuted at the first board meeting following entry in the records.

Conflict of interest continued;

- The board shall determine whether or not the conflict is of a material nature and shall advise the individual accordingly.
- Where a conflict of interest is identified and/or registered, and the board has declared that it is of material benefit to the individual or material significance to the organisation, the board member concerned shall not vote on any resolution relating to that conflict or issue.
- The board member shall only remain in the room during any related discussion with board approval.
- The board will determine what records and other documentation relating to the matter will be available to the board member.
- All such occurrences will be minuted.
- Board members, aware of a real or potential conflict of interest of another board member, have a responsibility to bring this to the notice of the board.