



Sheriffs' & Police Activities League of Memphis & Shelby County, TN

Memphis Shelby PAL Business Meeting & Planning Session Minutes

January 30, 2021 @ 8:30

Memphis Police Department Training Academy

4371 Academy Rd., Memphis, TN 38127

Attendees: Monique Barron, Antonio Batts, Jakeba Belton, La-Tica Bennett, William Bowen, Joyce Cole, Rosalyn Crawford, Malika Crawley, Courtney Davis(virtual), Brandon Echols, Tamara Garrett, Natalie Gore, David Gunter, Damous Hailey, Elise Herron, Larry Hubbard, Tyrone Jackson, Michelle Jones, Jerry Knowlton, James Lester, Craig Littles, Clarence Marshall Jr., Chris Miller, Dominique Odomes, Kevin Phipps, Sandra Robinson, Tonya Robinson, LeTisha Simmons(virtual), Jeffrey Taylor, Shenell Taylor, Loralon Walker, Charles Williams, and Carolyn Willis. League Directors that attended virtually were James Alexander, Kevin Jones, Patrick Cunningham, Cottrell Armstrong, Mashanda Jones, Rico Jefferson and Tre Matthews.

Absent: Horace Fisher, Rochelle Landon, Ashley Porter, Brenda Shotwell, Felix Strickland, and Travis Swain.

Special Guests: (Virtual) Chief Hardy, Chris Hill-NPAL President, Floyd Bonner-SCSO Sheriff, Lee Harris-Shelby County Mayor, and (In Person) Atty. Victoria Frazier.

Proceedings

The meeting was called to order at 8:29 by CVO/Executive Director - Craig Littles. Prayer was offered by Former President - Kevin Phipps. Secretary - Jakeba Belton proceeded to call roll with a total of 45 present (in person and virtually) and 6 absent.

There was a quorum of 15 present.

Agenda Topics

- **Welcome/Meeting Outline/Report**

Executive Director, Craig Littles explained that this meeting happens once a year in late January, serves as an opportunity for the organization to get on track, meet new members, vote new members in, pass our bylaws and constitutional changes, last year's minutes and our funding sources. Parliamentarian - Malika Crawley explained

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the motioning/discussion and voting process and that the voting members are the Executive Board of Directors and Grand Board Members.

- **Approval of 2020 Annual Business Meeting Minutes**

We were given a few minutes to go over 2020 Annual Business Meeting minutes. The minutes were then motioned by Jakeba Belton and seconded by Clarence Marshall to be approved. All were in favor with no objections or abstains.

- **Expectations of MSPAL Board | Craig Littles**

Craig Littles explained the expectations for the Board as a whole were to know the mission of the organization, evaluate the CVO, strategic organizational planning, making sure that once the budget is approved he and the 1st PAL team are held accountable for making sure the spending is done properly and coordinators/administrators are getting what they need based on budgets they've provided, fundraising and resource development, approving and monitoring the organization's programs and services, enhancing the organization's public image (very important that if we have a disagreement it's kept in house) and assessing it's own performance as the governing body of the organization.

The expectations for an individual Board Member is to know the organization's mission, policies, programs and needs, to know and understand financial statements (budget), each individual has the opportunity to secure funds/partnerships for the organization, exhaust your resources to help the organization grow, give a meaningful personal financial donation (\$25 have been put in the budget for other things we may need), identify personal connections to help benefit the organization's fundraising, reputational standing, and influence public policy, attend and participate in board meetings and participate fully in one or more committees.

***Deputy Chief Hardy spoke at 9:05. Hardy congratulated PAL on another fine year, to keep up the good work and is looking forward to what PAL will do in 2021. Hardy was asked how other officers can provide support to PAL? Hardy explained it was on a volunteer basis, that officers would be involved with the community working to help the younger people become better, help keep them out of trouble and be a mentor to them.**

- **2021 CVO Report | Craig Littles**

Organizational Updates

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CVO Report covers everything from organization updates, national updates, grant updates and serves as the "State of the Organization". It is his strongest desire to create and implement an aggressive sustainability plan for MSPAL and its site organizations. Our Program Manager and Grants Coordinator are working on identifying curriculum and funding for those unfunded programs, which are Discovery and Nutrition.

Another way to build and strengthen our financial position is to initiate an endowment fund. An endowment is usually a substantial sum of money with a specific purpose and guidelines. The funds are kept forever in an interest-bearing account of some kind, and only the interest is spent. Occasionally, some of the interest is added to the (unspendable) funds in the account each year so the size of the funds (and the interest produced) keeps up with inflation. This means that funding we get in will be put into an endowment fund, so that money can work for us. Part of this year's funding and some of last year's will be put in an endowment fund and will be updated in next year's Annual Business Meeting.

In 2020, the Youth Development Park Initiative was re-engaged by Littles along with the committee. Our committee consists of Littles, Lia Roemer, Elise Herron, Michelle Jones, Rosalyn Crawford, Natalie Gore and now Larry Hubbard, have began the legwork of identifying and meeting with partners such as Parks & Neighborhoods- Deputy Director Walker (who gave us the Greenhill and Northaven facilities for usage), MPD - Director Rallings, Shelby County Sheriff's Office- Sheriff Bonner, Nike, Memphis Fire Department, just to name a few. Memphis City Council donated \$20,000 toward our goal of \$1.9 million and the Cal Ripken Foundation is giving half of our goal dollar for dollar. All depends on the Parks & Neighborhoods giving us the facility in our name, we won't be putting \$1.9 million in a facility we don't own. We still have a multi-year contract on Greenhill and continuing to look for our own place if the plan doesn't follow through. Also, we have 3 acres of land near Trezevant High School that we're looking to build our Youth Academy of Dreams After School Program on. As you know, when SCS is closed so are we. With schools being closed we are now using Impact Church as our Extended Learning location.

I serve as 2nd Vice Chair on the National PAL Board of Directors, which may be 1st Vice Chair soon. Being a national affiliate affords Memphis PAL several advantages.

I have been working with Assistant Director-Loralon Walker, Director-Rosalyn Crawford and our CPA, Courtney Davis on updating and maintaining our current GuideStar profile. GuideStar is a platform used by many donors looking to identify worthy non-profits. MSPAL holds Platinum status.

It has been discussed with the Financial Team: Financial Secretary-Tonya Robinson, Director-Rosalyn Crawford, Financial Specialist-LeTisha Simmons, Grant

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Coordinator-Natalie Gore and our CPA-Courtney Davis about ensuring that we are continually updated and in compliance with all official financial organizational requirements to include 501(c)(3) status (which we are in compliance of and maintaining our spending as a non-profit), tax-exempt status, DUNS number updates, IRS reports, State filings, PayPal, etc.

I will be working with General Secretary-Jakeba Belton and Parliamentarian-Malikhah Crawley with brainstorming and implementing a Memphis PAL Alumni Program. It has always been suggested that we invest more in keeping track of those past youth, parents, volunteers and staff. They can offer helpful insight and further support our organization. We will brand the initiative with the hashtag #MemphisPAL4Life.

All site organizations are encouraged to submit nominations for the Inspirational Person of the Month within the areas of Youth, Law Enforcement, Volunteer and Alumni to the MSPAL Executive Board of Directors. Those chosen will be spotlighted by NPAL for doing great work every month. Submissions are automatically entered into the running for the MSPAL's Person of the Year (at the Black Tie & Tennis Shoes Gala) in each respective category.

National Board Affiliates

NPAL's national sponsors include: Major League Baseball, Major League Baseball Players Association, Microsoft, Jr. NBA, USA Boxing, NBA Cares, E-Coach, NBC and SportsEngine. As 2nd Vice Chair, I have been working with other NPAL chapters throughout the region with assistance in program implementation and various duties as needed. MSPAL is the only chapter operating in Tennessee. 1st PAL went to Nashville to mentor NPD, who wants to become a PAL affiliate chapter.

Organizational Fiscal Updates

It is highly recommending that MSPAL has an independent financial audit done by an outsourced firm. The cost will be \$1500. This is to give the organization an opportunity to be transparent and to show our value. I will be conferencing with the Finance Committee to see when this is feasible.

Staffing/Personnel Update

Branding COordinator-Elise Herron and Media Coordinator-Larry Hubbard have been identified to be dedicated solely to our social media needs. The primary objective was to engage the community locally and nationally as well as expound on the positive attributes of our Memphis PAL chapter in the communities via website updates, quarterly newsletters throughout all social media platforms including Facebook, The mission of Memphis Shelby PAL is to prevent juvenile crime and violence through positive relationship building amongst kids, cops and communities that promotes excellence in both sportsmanship and mentoring.



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Instagram, Twitter, Constant Contact, etc. These are paid positions and have been a line item added on the Annual Operating Budget.

Also, focusing on acquiring a dedicated Team/Task force with the sole objective of obtaining funding for MSPAL. In 2020, 1st PAL Staff was initiated and identified as Elise Herron-Branding Coordinator, Larry Hubbard-Media Coordinator, Michelle Jones-Data Development Coordinator, Natalie Gore-Grants Coordinator and Rosalyn Crawford as Project Leader. We are proud to see that 2021 will possibly bring about our first funding partners/clients.

***Chris Hill, NPAL President spoke at 9:25. He gave thanks for being allowed to join the meeting and for Littles being a part of NPAL and all that he does. Hill announced that NPAL was just awarded a new grant for \$2.9 million that will be disbursed throughout all PAL Chapters and are also in the final stages of another grant. Hill mentioned that there were new opportunities with MLB, NFL and NBA and that all resources will be available to MSPAL. He was appointed by the Obama Administration to the Youth Gang Engagement Task Force, which deals with gangs, hate crimes and also youth engagement as it relates to law enforcement, communities and police relations.**

Membership Updates

Last year in 2020, during a worldwide pandemic, our numbers grew exponentially and we reached over 1200 youth. The ED, along with the Vision Committee have conducted interviews and met over the past 2 months, carefully vetting and orientating interested organizational teams looking to be a part of PAL. All 12 selected Team Organization's will be presented today.

- **Finance Committee Report | 2021 Budget-Tonya Robinson**

The Finance Committee is chaired by Tonya Robinson-Financial Secretary, LeTisha Simmons-Finance Specialist and Courtney Davis-CPA. The purpose of the Finance Committee is to primarily ensure that MSPAL provides a timely and accurate account of our finances. Last year during a worldwide pandemic, MSPAL was able to bring in over \$100,000 with new initiatives such as the gate and concessions. Tonya encouraged the Coordinators to bring in funds, as those funds will be returned to them and their programs. Everything that comes in for the organization goes back out for the organization. Courtney was having technical difficulties, so LeTisha spoke on her behalf. LeTisha went into details with us about the 2021 Budget. The anticipated revenue for 2021 is \$220,025. The revenue will come from grants, sports, gates,

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fundraiser (concessions), merchandise, donations and fines/fees. She also stated that MSPAL Leadership has done a fantastic job at monitoring the money and seeking donations and grants to help fund the program. All expenses were broken down. The league fee will remain at \$55 for 2021. We have an increase in field and facility maintenance with acquiring Northaven. As projected the only surplus this organization will receive is \$266. The 2021 Budget was motioned by Kevin Phipps and seconded by Clarence Marshall to be approved. The 2021 Budget was approved with 13 Yes, 0 No, 0 Pull and 0 Abstains.

- **Bylaws Committee Report | Loralon Walker**

The Bylaws Committee is chaired by Assistan Director-Loralon Walker, President-Felix Strickland and General Secretary-Jakeba Belton. Walker handles reviewing and recommending all suggested changes to bylaws and constitution to the Executive Board of Directors. Report given by Loralon Walker.

- **Appeals Committee Report | Antonio Batts**

The Appeals Committee is chaired by Vice President-Antonio Batts, Director-Rosalyn Crawford, Law Enforcement Liaison and League Director of the involved party. Batts spoke about past appeals and how they were handled. In 2020, the Appeals Committee did an excellent job on resolving the appeals brought forward and having them heard in a timely manner. Report given by Antonio Batts.

- **Governance Committee Report | Malukah Crawley**

The Governance Committee is chaired by Parliamentarian-Malukah Crawley, Sports Administrator-Clarence Marshall, and 2 League Directors. The committee has been tasked with investigating any written allegations or complaints of the Bylaw and Constitution violations or infractions. During the process of decision-making the Committee Chair has no vote. The report for FY '20 consists of one complaint. For FY '21 were expecting that no written complaints will be brought forward of the Constitution and Bylaws information, presentations will continue throughout the year. Report given by Malukah Crawley.

- **Officials' Committee Report | Chris Miller**

The Officials' Committee is chaired by Official's President-Chris Miller and Financial Secretary-Tonya Robinson. Miller stated that 2020 was a challenging but very productive year for PAL, in regards to football. PAL was one of three organizations that ran football last year and we ran it without minimal disruptions to the program and schedule, concerning the pandemic. Miller commended the Board, teams, coaches The mission of Memphis Shelby PAL is to prevent juvenile crime and violence through positive relationship building amongst kids, cops and communities that promotes excellence in both sportsmanship and mentoring.



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and volunteers that helped make the football season a success. The kids were very respectful to the officials. That shows the coaches and mentors are doing a great job. The effort that was put in by everyone was fantastic. Things that need improvement are, the coaches need to be more respectful towards the officials. Sportsmanship starts with the coaches. Coaches need to understand that if they have a great attitude they are going to be great leaders and display that on the field. Coaches need to understand the rules. We go by TSSAA with a few modifications for PAL. It is suggested that coaches go online to NFHS.org and order the 2021 book for their organization, to have a better understanding of the rules that we're going by. Another improvement is teams being ready to play. Teams should be in the end zone in the fourth quarter already checking books and ready to play 30 minutes before their game. Field conditions and a working clock were also concerns or things that can be improved. Miller was asked what was the process for someone looking to be an official? Miller recommended that they join the TSSAA or the Mississippi High School Federation of Football, come out on a preliminary basis to get some action on the field to see what it's like and be paired with an official to mentor them and explain the processes on the field. Littles addressed Miller's concern about the field conditions making it known that TruGreen and HerbiSystems will treat and maintain the fields for free for a full year. Someone is coming out to look at the clock and will fix it for free if it can be fixed or cost to build and put in a new clock.

- **Vision Committee Report | Rosalyn Crawford**

The Vision Committee is chaired by Director - Rosalyn Crawford, Sports Administrator - Clarence Marshall, Liaison Officer - La-Tica Bennett, Liaison Officer - Damous Hailey, Liaison Officer - David Gunter, League Director - Corey Armstrong and Coordinator - Jeffrey Taylor. The committee handles screening new applicants to the League, as well as any new projects or events the Executive Board of Directors may wish to pursue. Crawford reported that 2020 was a productive season with 9 teams, considering the restrictions of COVID-19. Even after it was thought that we would not have a season. As the Vision Committee reflected on 2020 they met, compiled notes, took suggestions and had much discussion in preparation for the upcoming season. The committee is diligently working to make it an even better season and to continue to make PAL the BEST league in the city. Crawford was pleased to announce that during the open enrollment period there were 15 applicants, exceeding our goal number of 12. Today we are reinstating 6 returning teams including: Airways Truth, Desoto Saints, Memphis Falcons, Memphis Titans, Orange Mound Wildcats and Whitehaven Ravens. We have also entered to vote in 6 new teams including: Bluff City

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Bills, City Raiders, Douglass Warriors, Memphis Cowboys, Northaven Bulldogs and North Main Tigers. That's a total of 12 teams for our 2021 season.

- **Grants Committee Report | Natalie Gore**

The Grants Committee is headed by Natalie Gore. The grants team handles researching, identifying, tracking, implementing and maintaining funding for the organization, as it is about 80% grant funded. Many of the organization's Rocks operate under grant funding. In 2020, MSPAL operated with close to \$280,000 in funding. Our key grantors of 2020 were Department of Justice with \$100,000, Department of Education with about \$60,000, NPAL with about \$50,000, and virtual learning was funded by Tennessee Cares Act and United Way with about \$74,000. In 2021, we're still maintaining our Department of Education and NPAL grants. We're looking forward to new grants with the expansion of sports this year and making sure we merge in our six rocks. We're looking at an additional \$115,000 in funding to cover the expansion. We want to make sure that we play our part in the sustainability of our programs, making sure that all of our programs have some type of funding to relieve our budget and improve the streamlining process in dealing with reimbursements. We're going to be looking to have processes that keep people in place, making sure that we are timely and accurate, and lending insight to any program, development or opportunities that may help us maximize funding. Tonya informed everyone that some major companies are offering grants to their employees. Gore stated that we have a published profile on Community Foundation, which is a large donor brand organization. We will be applying for two of their funding opportunities, one being COVID related amounts to about \$50,000 and two additional ones about \$10,000 each.

- **Law Enforcement Liaison Report**

MPD Report- Officer David Gunter

Currently we have about 10-15 active officers working with MSPAL and would like to see that number double this year. We can make that happen by identifying the officers that are already working the youth and have a passion for it. Officers want to be compensated for their time. They can work overtime to build up time to work with MSPAL. We need to get Precinct Commanders on board across the board, as some precincts allow officers to work for time and some do not.

SCSO Report- Damous Hailey

Speaking on getting more officers on board, we just got the North Main Tigers headed by Officer Tre Matthews. He submitted an application and will be voted in today.

Hailey suggested that emails are sent as they were in the beginning of PAL. Emails are

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a good way to let the officers know what we have going on at PAL with the different programs such as Education, Mentoring, Intervention, Discovery and Nutrition. If they don't know about it, how can they get involved? Other ways officers can get involved is by can showing up off duty to games and different units (Gang Unit, Drug Force and K-9 Unit) can give presentations at mentoring sessions that PAL offer. The main focus is to get more officers involved. Herron elaborated on one of the strategies her team has discussed is continuous communication. It is important that we engage parents and children in the program but it's not always necessary to be an in person interaction. Receiving an E-blast, seeing our updates on social media and our text message campaigns that we do around important registration and deadlines. Those are just as important as the engagements that we do in person. We want to make sure we can employ a regular strategy ideally bi-weekly. Miller asked, "how are we getting information to the rookie officers about police interaction and working with PAL?" Gunter answer stating that he can be tasked with that by reaching out to the Police Academy and Precinct Commanders about the PAL Program. Littles added that the Colonels at the precincts and academy are ready to add PAL to their In-Service presentation to present. We have a presentation ready and just need to be put on the calendar. 1st PAL will accompany Gunter once that is done. Phipps asked, "have we reached out to other entities such as the Shelby County Government and Mayor Lee Harris?" Herron stated that one of the ways we are aggressively branding the six programs, is with Sponsorship Packages to our partners. When we talked to recommended foundations and to our partners, it is critical to get the buy in of the government first. We have gotten buy in of the City of Memphis in recent projects. We just added a new team member, Eric Hennigan, who brings a lot of contacts. He's already creating a Ask List for those Sponsorship Packages and soon we will be meeting with commissioners and the County Mayor. Littles added that we will continue to take a holistic approach on youth engagement with our liaisons, marketing department and everybody else that's partaking in. In 2021, we are operating a 6 Rock Concept which is not new. Memphis Bears has been working with 6 Rocks for thirty years but now we have merged the two entities. MSPAL and MBI PAL will now work as one.

- **6 Rock Programming | Michelle Jones**

As the Program Manager (Michelle Jones) along with the 6 Rock Administrators we are tasked the implementation and the ongoing success of each rock. It is my pleasure to work with the Board and each Administrator. They are talented, dependable and have dedicated numerous hours in planning, recruitment, strategic meeting, funding opportunity and back office responsibilities. It is my goal to not only facilitate but to

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build Memphis PAL past our non-profit competitors with the amazing team we currently have. I will briefly report on Nutrition and Discovery in their absence.

Education | Tamara Garrett

The Education Program promotes academic proficiency and intellectual growth through specialized individual and group learning. 2020 has been a trying year and we had been tasked to come up with more creative ways to reach our youth. In that we opened our Virtual Learning Center with the help of Tennessee Cares Act and Impact Church. We were successful with 70 students enrolled from many schools all over Shelby County, especially in the Frayser community. MSPAL provided a safe place for our scholars to complete their school work with internet access, supervision with qualified staff and extended learning from 3p-6p. We offered these services for grades K-12, while following guidelines for COVID by taking temperatures, maintained sanitized work areas, and were social distance compliant. We had a total of 5 employees adding 3 more for the extended learning portion. It is always humbling to hear parents show appreciation for the work that we do, when the students improve their grades because of our efforts. Let us know that our job is well done. We successfully partnered with Georgian Hills, Cornerstone Prep, MBA, WestSide, Grandview, MLK and Scenic Hills to name a few.

Mentoring | La-Tica Bennett

Bennett started with the acronym **BIE B**-Build **I**-Inspire and **E**-Encourage. That's what our mentoring program with PAL will consist of. In 2019, our summer camp averaged over 200 children. We were expecting to double that number in 2020 things were halted due to COVID. We plan to do the same post COVID. We had great partnerships with Methodist Hospital, who provided us with a literacy program called the Book Look Program and Memphis Public Library who also came out and did a lot of discovery things with the children. We offered an etiquette class. We will have one on one mentoring, which will allow us to build relationship individually. Group mentoring will be offered, as this will build a setting of an open dialogue for the children allowing them to become leaders. We have the Power Rangers program for our older children.

Discovery | Michelle Jones

Our Discovery Program consists of anything that a child could do outside of the normal realms of their daily lives. We want to make sure that every child can be creative and individual. We're looking into scheduling Legos and Roblox tournaments. We are currently doing video game coding online sessions at one of our sites at Frayser and will be implemented also, in Whitehaven and Orange Mound. We are also looking into robotics building and competitions for our children ages 5-17. We're very, very excited about what Discovery will be able to do within MSPAL.

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Intervention | Monique Barron

Within this rock we have secured a contract with SCS Office of Security and Safety for 2020-2021 school year, that is geared toward juvenile behavior modifications and this is across 8 schools in Shelby County. Those schools are Cummings Middle, Kate Bond Middle, John B, Freeman, White Station Middle, Cordova Middle, Germantown Middle, Oakhaven Middle and Kigsbury Middle. We have hired 4 outreach workers and each have been assigned to schools to supervise services. Each outreach worker has roughly 25-30 students that they service, that is more than 200 students per year we are able to provide services to. These services are Monday-Friday during school hours, with sessions ranking from 15-30 minutes per student. Besides our in-school intervention, we provide intervention services during our extended learning program. Which is currently being held in two of our sites: Frayser and Whitehaven. Our outreach workers are providing intervention at each of these sites for one hour a week, in total that is 8 hours a month that our students are getting intervention at these different sites. We are looking to grow within our program by being licensed through the State of Tennessee and mental health for youth and their families.

Nutrition | Michelle Jones

Shelby County is considered one of the food insecure counties that we have in the State of Tennessee. About 18-27% of our families here are considered food insecure. That's about 40% of Shelby County families. Those families are income eligible for our nutrition program. It cost about \$3.13 to feed a child regardless of if they're MSPAL or any other insecure food area. We fed two snacks, breakfast and lunch and thanks to Shelby County as they are able to assist us with this. We feed all the students that each rock has talked about daily. Last year we were able to do hot meals. Our children are able to receive food, services, mentoring, intervention and educational services. In between Frayser, Whitehaven and all the other areas we are seeking, we have provided over 2,000 meals in 2020 and 2021.

- **Sports Administrator Report | Clarence Marshall Jr.**

Our sports division is one of the most important entities in this organization. Despite all challenges from the pandemic, our 2020 season was very successful based on the efforts of every individual in this room. Our goal in 2021, is to officially establish leadership in various entities of the sports program. We have gotten on a great start to implementing that.

Basketball | Clarence Marshall Jr.

As the basketball coordinator, I'm looking to see the program become more widespread. I plan to provide another avenue in sports activities to cultivate our youth. I hope to eventually establish a MSPAL League. My goal is to give youth an experience

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on a higher level as early as the age of 5. I hope to make this develop to something bigger than Memphis and expands to other cities and states. Approval of the basketball bylaws were motioned by Kevin Phipps and seconded by Jakeba Belton. The bylaws were approved with 14 Yes, 0 No, 0 Pulls and 0 Abstains.

Baseball | Tyrone Jackson

My vision for Baseball is to bring it back. With baseball the kids will have an opportunity to not only play but and take it to the next level, they have 4 opportunities. Whereas basketball and football, they have less than 1% chance of an opportunity to make it to the next level. I want to give back to the community what was given to me. I have been playing baseball since the age of five and continue to play in the 40 and over league. When doing a self evaluation I use the acronym **LIVE L-Learn I-Invest V-Value E-Execute**. **Learn**- As the Baseball Coordinator, I want my kids to learn the fundamentals of baseball, sportsmanship, teamwork and how to be productive citizens in today's world. My goal is to find coaches with the same mindset that I have. **Invest**- Investing your Time, Talent and Treasure is important to me because without those three components you're not going to have a successful program. That leads to mentoring which is something we already do. **Value**- When looking for coaches, I'm looking at experience, knowledge and passion. Ages of play will rank from 5-14. **Execute**- We're going to put it all together and follow through. I like to do things simple yet effective and have everybody included because we are all a family of families. In 2021, I'm looking to have fun with these kids, show a lot of excitement and enthusiasm and be a positive role model to the kids. Approval of the baseball bylaws were motioned by Phipps and seconded by Natalie Gore. The bylaws were approved with 15 Yes, 0 No, 0 Pull and 0 Abstains.

Cheer | Dominique Odomes

My expectation for MSPAL is to participate in local competitions, statewide and possibly out of state. I want to give each girl an experience, long-lasting memories, girl empowerment and always celebrate success. I would also like to give back support, encourage and compliment. Promote positive self-confidence and esteem. I want to implement team building with the acronyms **CHEER C-Character, H-Heart, E-Enthusiasm, E-Effort, R-Respect**. At the end of each week or month we will have team building exercises. Each girl will write something nice and encouraging about the next. I would like for the girls to cheer for not only football, but multi sports. Approval of cheer bylaws were motioned by Natalie Gore and seconded by Clarence Marshall. Cheer bylaws were approved with 15 Yes, 0 No, 0 Pulls, 0 Abstains.

Flag Football | William Bowen

One of my expectations is to provide each member an opportunity to be the best of themselves that they can be. I've been doing flag for a long time and what motivates

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me is the learning that each kid picks up. You have to allow them to process the information that we mentor them. Sports provide a safe haven for them to go out and do such things. We have the opportunity to instill in each individual the ability to think. Littles added that we were just accepted into the NFL Flag League. Approval of flag football bylaws were motioned by Antonio Batts and seconded by Chris Miller. Flag Football bylaws were approved with 15 Yes, 0 No, 0 Pulls, 0 Abstains.

Tackle Football | Brandon Echols

My vision, my expectations and goals are very simple. It's to be a success to be able to build and sustain a strong program for our youth and young adults. I've also come up with an acronym and it's Goin' FED. F-Fundamentals of life and fundamentals of when we're on the field, E-Excitement I don't care what you do if you're not excited or passionate about it, you're not going to enjoy what you do, D-Discipline We will be disciplined in every aspect on and off the field. We will learn how to conduct ourselves on and off the field. We will respect the officials, other teams and coaches. Off the field we're going to get into the community, build that community relationship between Frayser, North Memphis and surrounding areas. That goes beyond the athletes, it goes to the parents, grandparents, uncles and aunts. We want them involved in any way we can. We want to try to do community service if COVID permits it, by cleaning up the stadium after games, car washes and cookouts. We will be in the community in some form or fashion. That to me is building responsibility, work ethic and strength. In doing that we become mentors, big brother, big sister and father figures to the young adults. We want to provide any resources that they or their family members may or may not need. On the field is simple to me, we will be diverse on both sides of the ball offense and defense. Offense, we're going to fly around and we're going to get our play makers involved. They are going to make plays and space. Defense, we're going to go and take them ball from the other team. I'm going to push these guys mentally, physically, emotionally and spiritually. I coached high school ball these last two years, I'm going to implement some of those schemes and I'm going to be tough with them. We're going to find out who they are and that's just going to build a better them. As long as we get 1% better each day we're doing our job. I'm hoping to see every one of you throughout the season and I'm excited to get the ball rolling. Approval of tackle football bylaws were motioned by Jakeba Belton and seconded by Kevin Phipps. Tackle Football bylaws were approved with 15 Yes, 0 No, 0 Pulls, 0 Abstains.

Soccer | Shenell Taylor

My goals are to have a successful season for 2021 and to expose other players to professional soccer games. I helped establish Dexter Middle School Soccer Team in 2017. My expectations are for my players are to have good grades, to maintain excellent conduct while being distinguished athletes. I want all players to play

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however, the amount of time played is determined by determination and attitude. I want kids to know that there's more than football and basketball. Approval of Soccer bylaws were motioned by Jakeba Belton and seconded by William Bowen. Soccer bylaws were approved with 14 Yes, 0 No, 0 Pulls, 0 Abstains.

Track and Field | Jerry Knowlton

My goal is to get as many young people as I can to come out and run track. I started running track in 1973 and have been coaching since 1987, both football and track. Track is a good sport but it's hard and I explain that to them. My goal is to make you the best athlete that you can be and build character. I explain to them when they come to me that I'm as hard as the devil, but I'm fair with you. My goal is to mimic our program after the city of Houston, as they have built a nice program. I'm currently coach at Soulsville Charter School. Good grades are a must. If your grades aren't right you can't even practice. In order to be a winner you have to have two things: hard work and commitment. Track and Field bylaws were motioned by Brandon Echols and seconded by Natalie Gore. Track and Field bylaws were approved with 14 Yes, 0 No, 0 Pulls, 0 Abstains.

- **Bylaw Amendments | Clarence Marshall Jr.**

Original: Article I/Section 3(A,C,D,F) Pg. 4

Proposed Amendment: I.3 Kickoff and Restraining Lines:

- a) For 6u (no kicks, spot ball only). And for 8u, kickoff at the beginning of each half only.
- c/f) For the 10u division, Mandatory kickoff after all scores, including safeties. Punting is mandatory but not live, with no rushing of the punter. Ball in play from the spot blown dead. Field goal attempts are allowed with no rushing.
- d/f) For the 10u division, Mandatory kickoff after all scores, including safeties. Punting is mandatory but not live, with no rushing of the punter. Ball in play from the spot blown dead. Field goal attempts are allowed with no rushing. For the 12u, Mandatory kick offs and punting. Punts are live after the live ball is kicked, no fakes, field goals are allowed with no rush. As for 13u, Mandatory kick off and punting, all live from the snap fakes allowed, field attempts are allowed.

Original: Article I/Section 5(C-3) Pg. 5

Proposed Amendment: I.5(c-3) Penalties

- c-3) Once a team has reached a lead of more than 35 points, the opposing team will no longer be required to punt the ball. They will use the "declared kick" rule instead of the "announced kick" rule. This provision only applies to the Fly Weights(6u) and Mighty Mites(8u).

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Original: Article II/Section 1(D-(1-4) Pg. 11

Proposed Amendment: II.1(D(1-4) Weight of Players

D-(1-4)145lbs. on the Pee Wee(12u) team.

125 lbs. on the Midgets(10u) team.

100 lbs. on the Mighty Mites(8u) team.

80 lbs. on the Fly Weights(6u) team.

(Unlimited) on the 13u team.

Original: Article VI/Section 1. (D(1-3) Pg. 17

Proposed Amendment: VI(D(1-3) Tie Breakers

D-(1-3) In case of a tie breaker, use the rules and regulations of Sports Engine. (ex. Let the seeding of Sports Engine be followed. If can't be decided by Sports Engine, then follow rules bylaws D-(1-3).

Original: Article X/Section 1,5 Pg. 20

Proposed Amendment: X.1(1,5) Rosters

X-1 Follow check in as used during championship 2020.

X-5 ADD: Player Picture, and to be kept in Roster notebook for verification.

Approval of bylaw amendments were motioned by Kevin Phipps and seconded by Tamara Garrett. Bylaw amendments were approved with 14 Yes, 0 No, 0 Pulls, 0 Abstains.

David Gunter pulled the age control date of August 1st, to be changed to July 1st to be discussed at a later date. July 1st was adopted as a Standing Rule in 2020 and was to be voted on but was never voted on.

Meeting was adjourned at 11:35.

Meeting was called back to ordered at 11:45.

- **Mission Moment | Attorney Victoria Frazier**

I'm an attorney. I currently work as a Legal Aid of Arkansas and I'm stationed in the West Memphis area. Before that I worked in personal injury for Morgan & Morgan. I'm originally from New York and I've been here 5 years. I grew up in a small town called Roosevelt, similar demographic wise to Frayser. I'm the youngest of three. During the summer our mother wanted us busy, so PAL played a very significant role in shaping our summer. I remember the good times, seeing the same faces I saw in the community and in school, seeing the retired neighbors volunteer, seeing my friends and being in a secure, safe place. I remember a sense of community and togetherness and PAL played a significant part in that. I ran track and was a cheerleader, my sister did the same and my brother played football in the PAL Program. A lot of children in our community are unaware of their talents, until they have the opportunity to try it.

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I'm so grateful for the opportunity to play a small role to draft your contracts and help out with the review of the COVID form. To help keep us and the kids safe is very important. I always tell Sgt. Littles if there is anything I can do just let me know. I just want to thank you all for having me here today and understand what you're doing is important. It definitely shaped a young girl like myself and I'm so happy to have the opportunity to give back.

***Sheriff Floyd Bonner spoke at 11:56. He gave thanks for being allowed to join the meeting. I got on earlier in the meeting through Microsoft Teams and I'm glad I did because I had the opportunity to hear the President of NPAL and some of the other business that's going on. I'm here to encourage all of your volunteers, staff and even Craig to keep on keeping on. PAL does a phenomenal job here in Memphis. Obviously, on the national stage Memphis Shelby PAL is considered an elite group. To all the coaches and volunteers, thank you for what you're doing. I coached in a league here in Memphis for about 30 years and I've seen the impact that I had on kids. Looking at the challenges we face in the city such as COVID-19, rising crime rates. PAL is so instrumental now for our community to be a part of. Without the donors, volunteers, parents and even bringing the kids to practice. Even when I was a coach that became challenging. I want to encourage the parents to keep on keeping on. This is valuable. My kids played little league football and were talented enough to want to play in college. All of that was learned at an early age by volunteer coaches who took time and thought enough of the kids to be there everyday year after year. I know that it can be a daunting task for the Board members, volunteers and coaches but in the end it will pay off. As the Sheriff of Shelby County, having to deal with crime every day. I want to tell you thank you for giving our kids and our community something to do, a safe haven, mentorship, partnership, counseling and all the things you provide for these young people. We as a community are forever indebted to you. Thank you for all you do and thank you Craig. Bonner added, that the Sheriff Office has been a partner with PAL since it started and will continue our long-standing partnership as long as he's the sheriff.**

Littles introduced Shelby County Mayor Lee Harris. We have a license plate fundraiser that's about to kickoff with the help of Mayor Lee Harris. That'll \$17.50 of residual income going back to our PAL program every year, we need to sell 1,000.

- **Order of Business: Motion & Voting**

Malikah Crawley recapped the voting procedures.

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Jakeba Belton recapped the quorum with 14 people present.

Open Board Positions

The floor was opened for nominations on open board positions: Vice President (Antonio Batts), Financial Secretary (Tonya Robinson) and Officials' Representative (Chris Miller) There were no new nominees and all current Board Members of the positions accepted those positions for the next term.

2021 New League Member Organizations

The Bluff City Bills-James Alexander, City Raiders-Patrick Cunningham, Douglass Warriors- Terrence Sims, Memphis Cowboys-Kevin Jones, Northaven-Bulldogs-Rico Jefferson and North Main Tigers-Tre Matthews. Approval of the new League Member Organizations was motioned by Brandon Echols and seconded by Tyrone Jackson. New League Member Organizations were approved with 13 Yes, 0 No, 0 Pulls, 0 Abstains.

Constitution

Original: Article I/Section 1 Pg. 3

Proposed Amendment: I.1 Membership

Each League Member Organization shall pay \$250.00 on or before the first League meeting in January along with all outstanding fine, penalties and assessments. Approval of Bylaw change motioned by Dominique Odomes and seconded by Natalie Gore. Bylaw change approved with 13 Yes, 0 No, 0 Pulls, 0 Abstains.

Original: Article I/Section 1 (K) Pg. 5

Proposed Amendment: I.6 (K) Membership

Permanent Members (Charter Member and/or Regular Member) shall vote on the application, and a "yes" vote by 50% of Executive Board of Directors shall be required for admittance as a New Member of the League.

Bylaw change approved with 13 Yes, 0 No, 0 Pulls, 0 Abstains.

Original: Article IX/Section VIII.2 (A)(E)(F) Pg.25-26

Proposed Amendment: VIII.2 (A) Bylaws

(A) Proposed changes must be submitted via email to the chair of the bylaw committee or in person at any meeting of the Bylaw Committee no later than 3rd Saturday in January.

(E) Starting no later than the first week in January, weekly meetings of Memphis Shelby PAL Board of Directors will be held to review all proposed bylaw changes.

(F) At the scheduled bylaws meetings, each proposed change shall individually be taken to the floor for an initial vote. Bylaw changes were approved with 13 Yes, 0 No, 0 Pulls, 0 Abstains.

Bylaws

Proposed changes were covered earlier in the meeting.

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***Mayor Lee Harris spoke at 12:18. He gave thanks for his invitation to join us. I'm very pleased to be here to say hello on behalf of Shelby County. I want to say thank you for continuing your tradition of investing in the community and investing in the lives of young people. The pandemic has affected us all in a variety of ways, and nobody has suffered the brunt of this pandemic more than kids and families. That's why your efforts and Mr. Littles' efforts are so important. The kids need activities, mentors and role models and that's what you all are doing. Please continue to work on behalf of the community. Thank you all for the invitation and I'm glad I got the chance to connect.**

- **Business Meeting Recap | Craig Littles**

I would to thank Zoe Belton and Brandon Lockett for coming out to help us. This has been an excellent opportunity for me and everybody to meet and see how everything works. I hope everybody leaves here with something to share with the general public, use it for your own personal gains and I hope everybody grows from this as an organization. If we have any issues let's talk about it. Grant funded organizations are always slow whether it's payments, salaries, stipends or even programs. Whatever was promised to you it'll all work out, if I have to go without you won't.

Meeting was closed out with a prayer by Tyrone Jackson.

Meeting was adjourned at 12:38 by Craig Littles.

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