



June 24, 2020

Dear Garner Elite Family,

When we incorporated Garner Elite in March of 2019, we did so because the Garner Elite Family was growing quickly as we added players and parents and coaches, all of whom wanted to be part of an organization that emphasized respect, teamwork, positivity, skills development, and sportsmanship.

As board members we believed in these principles and ideals and the character and pride that came with the name "Garner Elite". We all spent countless hours drafting policies to codify and preserve the things we loved about Garner Elite as it grows into a larger organization.

In setting high expectations you sometimes miss them and we as a board have. And for that we apologize.

In the wake of several of Mr. Oates's Facebook posts that were not in keeping with our high standards of inclusion and positivity and the hurt caused to members of our Garner Elite family, the board has accepted Mr. Oates's resignation from the Board.

Rebecca Lakey will take over as President.

Ms. Lakey currently serves on the board of Garner Elite, has been an assistant coach, and worked with players on skills development. She has deep love and knowledge of softball and played club softball UNC-Chapel Hill. We are fortunate and excited to have her expertise and her leadership as we move forward.

Additionally, the board has reviewed several of our policies and procedures, and will be making the following changes, among others in the works:

1. **Updating Code of Conduct:** We will be adding the following to our Codes of Conduct under "**Flagrant Offenses and Unacceptable Behavior**" which calls for immediate disciplinary action and possible suspension or expulsion: *"Derogatory oral or written statements or use of symbols, imagery, or memes made, shared, or displayed that demean or disrespect another's race, ethnicity, sex, sexual orientation, gender identity, religion, creed, national origin, or disability are forbidden."*
2. **Social Media Policies and Guidelines:** The Garner Elite Board of Directors is drafting social media policies and guidelines to ensure teams, players, volunteers, and the organization are engaging in ways that reflect the values of the organization.



3. **Better Orientation and Training:** We are also reviewing our orientation process to make sure all our coaches, players, and parents fully understand our code of conduct policies and grievance policies. While we already require they be signed and agreed to we will be improving our training and orientation to make sure everyone is heard.

Garner Elite has always stood for character and character development on and off the field and it always will.

We love our Garner Elite Family and appreciate the faith you have placed in us and your coaches to be a good and positive influence on your child and we will do better to live up to your expectations.

Sincerely,

Garner Elite Board of Directors