



## **BYLAWS 2017**

4312 Roselle Ave.  
Modesto, CA 95355  
[www.belpassibaseball.com](http://www.belpassibaseball.com)

## **Bel Passi Past & Present**

Bel Passi Baseball began in 1953 on the abandoned Bel Passi School site, with hardly enough players to form a single team. It remained there until 1974 when the landowner (Sylvan School District) needed it to build an administration complex.

Rather than give up youth baseball in the district, the Board of the time decided another site should be developed. Because of the land prices at \$10,000 per acre and more, the idea was almost abandoned. However, a board member, Dallas Johnston, offered the program eight acres on Roselle Avenue at a substantially lesser amount.

After many hours of ardent labor – and eight board members cosigning on the \$15,000 loan to complete the park in time for the 1976 season– the big move was made to our current location. The \$15,000 loan taken out in 1976 was repaid in three years. The mortgage on the property was paid off in 1986. A “mortgage burning” party was attended by several hundred people to honor Dallas and Annie Johnston who had donated back to the program all interest payments over the years.

Bel Passi’s Roselle Avenue complex has become one of the best known and admired youth ballparks in the Central Valley, providing nearly 1,000 players annual admission to the league. Six age classifications are divided into eleven leagues with three levels of competition: Competitive, Instructional/Participation and Pony Select. Our three levels of play serve kids of all skill level, ages 3-14.

After more than half a century, the basic Bel Passi focus remains intact: The recreation, education, and protection of the players. There have been a few important additions to the founders’ original ideals. In recent years, Bel Passi Baseball has been a leader in the community’s effort to address the important issues that face today’s youth. The Bel Passi ballpark is alcohol, drug and tobacco-free and dedicated to preventing youth violence. Every year the success of the Bel Passi program depends heavily on the volunteer efforts of the parents and family members of the players. Bel Passi’s Executive Board is dedicated to upholding the high standards and keeping the baseball traditions of their predecessors alive.

## **Constitution**

### **Article I – Name**

The league (organization or corporation) shall be known as: Bel Passi Baseball, Inc., a non-profit and charitable organization, hereinafter referred to as the "League" a member of PONY Baseball, Inc. a non-profit Pennsylvania corporation.

**Physical Address:** 4312 Roselle Avenue, Modesto, California 95355

**Mailing Address:** Post Office Box 576841, Modesto, California 95357-6841

**Website:** [www.belpassibaseball.com](http://www.belpassibaseball.com)

## **Article II – Statement of Policy**

**Section 1** - It shall be the policy of the League to conduct its activities so that the physical and moral welfare of the young people for whose benefit it is organized shall remain paramount and all matters of policy shall be determined on that basis.

**Section 2** - The League and all its assets are irrevocably dedicated to charitable purposes. Any assets that come under the ownership of the organization are not to be used or operated by the organization or by any person as to benefit a Board of Director, Board Member, paid Bel Passi employee, donor or any other person through the distribution of profits, payment, or excessive charges or compensations or the more advantageous pursuit of their business or profession.

The possible liquidation, dissolution, or abandonment of such assets shall not benefit any private person except a fund, foundation, or corporation organized and operated for charitable purposes as approved by the Board.

Nothing in the last two sections shall be deemed to prohibit the reimbursement of the Board of Directors, Board members or other person or corporations of amounts loaned to the organization by the Board of Directors, Board members or other persons or corporations. Nor shall it prevent the payment out of the funds of this organization for the reasonable value of services rendered, assets transferred or materials furnished to this organization by any Board member or any other person or corporation provided. However, that payment so made shall be approved by the Board of Directors.

**Section 3** - To secure suitable and adequate financial backing to carry out the purpose of the League, it shall be the policy of the League to permit only such sponsorship as is consistent with the purpose for which the League is organized and to select sponsors who are interested in the League solely or principally as a means of contributing to the welfare of young people.

## **Article III – Purpose**

Section 1 - The purpose of the League shall be to organize and supervise the playing of baseball under specialized rules and regulations, to secure suitable and adequate financial backing for these purposes, and to own, lease or otherwise provide suitable playing facilities and equipment for these purposes.

To provide a youth baseball program for children residing with their legal guardian within the geographical area as established by the current Sylvan School District boundaries. Registration may be extended outside of the Sylvan School district at the discretion of the Executive Board to provide a balanced/full league for one or more age group(s).

To promote sportsmanship, team play, and citizenship using the disciplines of the game of baseball.

To ensure that all participate, regardless of their athletic ability, may do so in each game, excluding tournament play.

To ensure that each player will be given the opportunity to register and participate regardless of gender, race, religion, or the ability to pay a registration fee as determined by the President and/or First Vice President. Any player or the sibling of, who played the previous season at Bel Passi will be allowed to register as a returning player if he/she has moved outside the geographical boundaries of the Sylvan School District.

## **Article IV – Membership**

**Section 1** - The Board: Volunteers, adult leaders, parents or guardians of players, Coaches, and other interested adults shall be eligible for membership. These individuals will be appointed a League position by the Board of Directors and will have voting rights at the annual election meeting.

## **Article V – Board of Directors**

Section 1 - The Board of Directors, also known as the Executive Board, shall be those persons elected by the members of the League and/or appointed by the President in the manner provided for in the Bylaws of the League.

## **Article VI - Officers**

Section 1 - The officers of the League shall consist of a President, First Vice President, Second Vice President, Secretary, and Treasurer.

## **Article VII - Government**

Section 1 - The government of the League shall be under the direct supervision of the officers and the Board of Directors.

Section 2 - All rules governing the playing of baseball, the legality of players and related questions shall be in accordance with the Rules and Regulations of PONY Baseball, Inc., with such modifications adopted by the Board of

Directors.

## **Bylaws**

### **Article I – Meetings and Voting**

Section 1 – The membership of the League, herein referred to as the Board, will meet twice a year; on the second Wednesday in February and August at 7:00 p.m.

Section 2 – The Executive Board members will meet once a month except when called into special session by the President or by the majority vote of the Executive Board. Attendance of members will be recorded in the Meeting Minutes.

Section 3 - At each annual or special meeting of the League every eligible member present shall be entitled to vote. There shall be no proxy voting.

Section 4 – Quorum: To be a legal meeting and have a legal vote a quorum must be present; Nine Board of Directors will constitute a quorum. Each active member will have one vote.

Section 5 – Voting: The Board shall be divided into two groups: Active and Inactive, with only those members on the “active” list having voting privileges-

Executive Board members who miss three consecutive regular meetings will automatically become inactive. “Inactive” members may regain voting rights by attending two (2) consecutive regular meetings thereby becoming active again. Actual voting may not occur until the beginning of the third **consecutive** meeting.

### **Article II – Election of Officers**

Section 1 - All elected positions will be elected by the Board in August of each year.

Section 2 – Elections shall be by secret ballot.

Section 3 - Any board member may resign from the board upon written notice.

Section 4 - Swearing in of the Board of Directors will take place at the annual election meeting. Appointed individuals will be sworn in at the first Executive Board meeting they attend.

***To be read by the Secretary: Do you agree to promote sportsmanship, team play, and citizenship using the disciplines of the game of baseball; to ensure that all participate, regardless of their athletic ability, in each game, excluding tournament play; to ensure that each player will be given the opportunity to register and participate regardless of gender, race, or religion? If so, say "I do"***

- Section 5 - The President shall appoint a nominating committee consisting of two Executive Board members. This shall be done by the June meeting. This committee shall contact prospective nominees and present a slate of candidates to the Board of Directors at the July meeting. An effort will be made by the nominating committee to propose at least two candidates each for the office of President, First Vice President, Second Vice President, Secretary, Treasurer, Snack Bar Commissioner, Promotions Commissioner, Booster Commissioner, and Tournament Commissioner.
- Section 6 - The newly elected Executive Board term of office shall be for one year beginning in September.
- Section 7 - All elected persons shall be eligible for re-election. There is no term limit.
- Section 8 - In the event of the death, resignation, or inability to perform the duties of office for any reason, of any officer, the Board of Directors, by majority vote, shall be empowered to select a replacement for such officer who shall serve until the following annual meeting.

### **Article III – Board of Directors also known as Executive Board**

- Section 1 - An Executive Board will be formed each year consisting of the following: President, First Vice President, Second Vice President, Secretary, Treasurer, Tournament Commissioner, Snack Bar Commissioner, Boosters Commissioner, Promotions Commissioner as well as the Commissioners appointed by the incoming President: Baseball Commissioner, BP Select Commissioner, Equipment Commissioner, Facility Commissioner, Public Relations Commissioner and Umpires Commissioner.

In addition, the Immediate Past President will serve on the Executive Board as a full voting member.

Any Executive Board Member who becomes inactive according to the terms and definitions of Article I, Section 5, can be removed from office with the approval of the Executive Board. Furthermore, while Executive Board Member is inactive, voting rights are removed until returned to active status.

Section 2 - The Executive Board shall have the authority to suspend, discharge or otherwise discipline any member, coach, player, league official, umpire or other person whose conduct is considered detrimental to the best interest of the League.

#### **Article IV – Financial Policy**

Section 1 - The Executive Board, by majority vote must review and approve any total expenditure more than \$5000.

Purchases approved by the Executive Board as part of the annual budget are excluded from this policy.

Section 2 - The Bel Passi fiscal year shall begin on November 1 and end on October 31.

Section 3 - All Bel Passi Executive Board Members must abide by the Financial Policy set forth. Failure to comply with the policy could result in removal from the Executive Board and/or criminal investigation.

Section 4 - Designated Check Signers: The following Officers are designated signers on the Bel Passi and Bel Passi Select checking account: President, First Vice President, Second Vice President and Secretary.

All checks issued by Bel Passi are required to be signed by two of the designated signers.

Section 5 - Purchases: Requests for reimbursement or disbursement must be signed by the appropriate Executive Board member, attached to a Disbursement Form and placed in the President's box for approval.

Once the President approves the disbursement/reimbursement he or she will forward it to the Treasurer for processing. The Treasurer must process the check request as soon as possible but no later than 14 calendar days. Special circumstances may require immediate approval and payment.

Any purchases \$500 or more, which do not interfere with day to day operations of the park (i.e. maintenance, snack bar ordering, etc.), must be pre-approved. A purchase order, or estimate, must be attached to

the Disbursement Form, approved by the President and given to the Treasurer. Once the Treasurer receives the approved request, the Treasurer will process the check and forward it for signatures. After the check has two signatures, the check will be sent or delivered to the vendor/board member on the purchase order. Once an invoice or receipt is received from the vendor it will be forwarded to the Treasurer to reconcile the account and purchase. In the event in which a purchase order cannot be submitted (emergency situation) an email must be submitted to the President for pre- approval.

Any purchases \$499 and under do not require pre-approval by the President. It is up to the EB member to notify the Executive Board of any purchases made. Once an invoice is received, it will be forwarded to the appropriate EB member for a signature. The EB member must sign the invoice, attach it to the Disbursement Form and place it in the President's box for approval. The President will approve the invoice and forward it to the Treasurer to process the check and forward it for signatures. After 2 designated signees, have signed the check, it will be returned to the Treasurer and mailed on the next business day. The Treasurer will ensure an invoice or receipt is received for every pre-approved purchase. The Treasurer will review any invoice discrepancies with the requesting EB member and President. Any suspicious activity regarding a check or invoice will be addressed with the Executive Board at the next Executive Board meeting.

Section 6 - Debit Card: All purchases \$500, (excluding utilities, taxes, County permits) or more made with the Bel Passi and Bel Passi Select issued Bank Cards must have prior approval.

In the event a Bel Passi Bank Card purchase requires pre-approval the President must send an email to the First Vice President detailing the need for the use of the card. The First Vice President will respond to the President by email, and copy the Treasurer confirming they agree or disagree with the use of the card. If a purchase is approved, the President must submit an invoice/receipt to the Treasurer as soon as possible but no later than the 25th of the month for the transaction. If an invoice is not received within the allotted time, the Treasurer will notify the President and 1st Vice President, and debit card purchases will be suspended until documentation is supplied.

Any suspicious activity or unauthorized purchase made on the bank card(s) will be brought to the attention of the Executive Board by the Treasurer at the next Executive Board Meeting.



Section 7 - Deposits: Deposits should be made within 24 hours of a Special Event but no later than 5 business days of a Special Event (Fundraiser, Pancake Breakfast and Tournaments, etc.). Funds received should be itemized on the Funds Received Form. The Executive Board member should keep a copy of the form for their records and forward a copy of the Form, Deposit Slip and Bag sticker to the Treasurer. The deposit should then be documented on the Deposit Log in the Binder and dropped in the main safe.

Snack Bar and Boosters must make nightly deposits by completing the Cash Draw Reconciliation Form. Upon completion of the form it will be forwarded to the Treasurer, the deposit will be documented on the Deposit Log, and dropped in the main safe. The Cashier and Executive Board member will sign the deposit log confirming the deposit was dropped into the safe.

The President, 1st Vice President, Second Vice President, or Secretary will take the deposit to the bank as soon as possible but not to exceed 5 business days from the date of the deposit. The President, First Vice President, Second Vice President or Secretary will sign the Deposit Log confirming the removal of the deposit from the safe.

Section 8 - Buy Outs: Fundraising buyouts collected during the registration process will be logged by the Secretary in Excel and forwarded to the Second Vice President, Promotions Commissioner and the Treasurer.

Fundraising buyouts collected during the season must be collected by the Second Vice President, the Promotions Commissioner or a designated Executive Board Member, preferably an elected individual. The buyouts must be logged on the Funds Received form. The Executive Board member should keep a copy of the form for their records and forward a copy of the Form, Deposit Slip and Bag sticker to the Treasurer. The deposit should then be documented on the Deposit Log in the Binder and dropped in the main safe.

Section 9 - Payroll: Time cards are due to the Treasurer on the 1st and 15th but, no later than the 2nd and 17th of the month. Paychecks will be available to the employee no later than the 5th and 20th of each month.

The Snack Bar Commissioner and Booster Commissioner are required to calculate each employee's hours, total them on the time card, initial the time card and forward it to the Treasurer. The Umpire Commissioner will calculate the Umpire's games and forward the number of games to the Treasurer via excel spreadsheet.

The Treasurer will process payroll and submit them to the designated signers no later than the 4th and 19th of each month. Once signed, the checks will be given to the appropriate Commissioner or Executive Board Member on Duty so that employees receive them no later than the 5th and 20th of the month.

## **Article VI - Duties of Executive Board Members:**

- Section 1 - The President shall preside at all meetings of the Board and the Board of the Directors and shall serve as the Chief Executive Officer of the League; shall also serve as the liaison with PONY to ensure our membership obligations are being met. The President has the responsibility of carrying out the policies and programs set down in the bylaws and by the Board; shall be responsible for preparing the annual budget, presenting the budget to the Executive Board in the November meeting and obtaining the Executive Board's approval. The President shall also have the general powers and duties of management usually vested in the office of President. It will also be the responsibility of the President in coordination with the Baseball Commissioner to arrange a criminal background check (Live Scan) on all coaching applications. The President in coordination with the Secretary will initiate and track the annual player registration process. The President shall form a committee to review the Bylaws every year.
- Section 2 - The First Vice President shall assume the office of President in the absence of or disability of the President and shall hold office until the Executive Board can select a replacement. The First Vice President shall oversee keeping adequate team sponsorship and fence sign advertisement records; shall report to the Board as to the progress of sponsorships and advertisements; shall be responsible for coordination and sponsorship of uniforms for league play. In addition, the First Vice President will co-chair a regular season fundraising event with the Second Vice President. The First Vice President shall be responsible for all expenditures budgeted for their position in the Bel Passi budget; shall make a report to the Executive Board at each monthly meeting on any expenditure.
- Section 3 - The Second Vice President shall be responsible for the organization of the Pancake Breakfast and all related ticket sales; shall keep an adequate record of ticket sales by the teams; shall keep a record of all purchases made relating to these events for future reference; shall track the raffle gift baskets for all league teams. In addition, the Second Vice President will co-chair a regular season fundraising event with the First Vice President. The Second Vice President shall be responsible for all expenditures budgeted for their position in the Bel Passi budget; shall make a report to the Executive Board at each monthly meeting on any expenditure.

- Section 4 - The Secretary shall have custody of the Constitution and Bylaws, and all other records of the League; shall keep a permanent record of minutes of all meetings of the Executive Board and the Board; shall keep an accurate record of the meeting minutes including the attendance of members and other activities of the League and the Board of Directors; shall be responsible for all correspondence on behalf of the League and shall transmit all records and correspondence to any person elected to succeed him or her in that office; shall make available a copy of the minutes of the previous meeting for all members in attendance. The Secretary in coordination with the President will initiate and track the annual player registration process.
- Section 5 - The Treasurer shall provide the Board with an up-to-date monthly balance sheet of income and expenses; shall also pay all bills and payroll, deposit all money with such depositories as may be designated by arrangements such as paying taxes and obtaining sales permits as required for doing business. The Treasurer shall keep such records needed to be able to determine profit, if any, earned for the season. The books and accounts shall, at all times, be open to inspection by any Board member. The Treasurer shall make a report to the Executive Board at each monthly meeting on the League's financials.
- Section 6 - The Booster Commissioner shall be responsible for the design and purchase of souvenir items (Hats, T-shirts, Visors, Sweatshirts, etc.): shall also be responsible for all operations of the Booster Booth and those who work in it. The Booster Commissioner shall be responsible for all expenditures budgeted for their position in the Bel Passi budget; shall make a report to the Executive Board at each monthly meeting to report any profits and expenditures.
- Section 7 - The Snack Bar Commissioner shall see that all supplies are ordered so that the snack bar is operated in a businesslike manner; shall also determine what improvements are needed, make such recommendations to the Executive Board and call workdays to see that they are implemented. The Snack Bar Commissioner is responsible for setting the prices and ensuring prices and policies are posted at the stand; shall also be responsible for all operations of the snack bar and those who work in it. Operations of the cash drawer will follow the policy and procedures set forth by the Executive Board. The Snack Bar Commissioner shall be responsible for a work schedule adequate to see that the snack bar is staffed during the season. The Snack Bar Commissioner shall be responsible for all expenditures budgeted for their position in the Bel Passi budget. The Snack Bar Commissioner shall make a report to the Executive Board at each monthly meeting on any expenditure.

- Section 8 - The Promotions Commissioner shall be responsible for the physical set-up and the work schedules for promotional and special events. This includes any fundraising events planned by the Executive Board. The Promotions Commissioner is responsible for the League Fundraiser including determining the fundraiser, distribution of items and collection of funds. The Promotions Commission will select the League Photographer and will coordinate Picture Day. The Promotions Commissioner shall make a report to the Executive Board at each monthly meeting on any expenditure.
- Section 9 - The Tournament Commissioner shall be responsible for all details related to the baseball tournament(s) held at the Bel Passi facility, including but not limited to the scheduling of tournament dates, bracketing of teams, setting amount of (and collection of) entry fees, scheduling of announcers and scorekeepers. The Tournament Commissioner shall have the responsibility to act as the Executive Board's liaison with other league's Tournament Directors. The Tournament Commissioner shall make a report to the Executive Board at each monthly meeting on any expenditure.
- Section 10 - The Baseball Commissioner shall oversee all baseball operations and shall conduct the evaluations and draft selections in all leagues. The Baseball Commissioner shall compile all game schedules (except for BP Select schedule) and supervise the selection of All-Star teams. The Baseball Commissioner shall co-chair with the Umpires Commissioner annual rules review committee; shall also coordinate with the President to arrange a criminal background check on all coaching applications. The Baseball Commissioner shall make a report to the Executive Board at each monthly meeting.
- Section 11 - The Bel Passi Select Commissioner shall oversee all baseball operations for Bel Passi PONY Select Baseball; shall also organize and chair the committee to select all Bel Passi PONY Select Coaches; shall organize tryouts and selections in all Bel Passi PONY Select age groups; shall compile all Bel Passi PONY Select game schedules and Bel Passi PONY Select Tournaments. The Bel Passi Select Commissioner and Bel Passi Equipment Commissioner shall pick and order all uniforms. The Bel Passi Select Commissioner shall make a report to the Executive Board at each monthly meeting.
- Section 12 - The Equipment Commissioner shall purchase all equipment as needed to maintain player safety and overall quality; shall also be responsible for the purchase of regular season uniforms, Umpire Uniforms, All-Star uniforms, and regular season trophies and All-Star trophies; shall be responsible to see that all equipment is issued and returned by the coaches. The Equipment Commissioner must keep adequate records to

show accountability on all equipment. These records will be open to inspection by all Board members; shall provide a beginning and ending inventory on equipment. The Equipment Commissioner shall be responsible for all expenditures budgeted for their position in the Bel Passi budget. The Equipment Commissioner shall make a report to the Executive Board at each monthly meeting on any expenditure.

Section 13 - The Facility Commissioner shall be responsible for keeping the playing fields and park in good condition, including watering and mowing the grass. The Facility Commissioner shall be responsible for the maintenance of the fields and the upkeep of the facility; shall make recommendations to the Executive Board for park improvements to be made for the year. Rainouts will be decided by the Facility Commissioner and communicated to the Executive Board. In the event the Facility Commissioner cannot make the decision the President shall make the decision in conjunction with the Board of Directors. The Facility Commissioner shall call workdays, see that all needed supplies are on hand for such workdays and direct the efforts of the field staff. The Facility Commissioner in conjunction with the President is responsible for the hiring of the field staff. The Facility Commissioner is also responsible for scheduling field use time; shall be responsible for all expenditures budgeted for their position in the Bel Passi budget. The Facility Commissioner shall make a report to the Executive Board at each monthly meeting on any expenditure.

Section 14 - The Public Relations Commissioner shall be responsible for keeping the players and their families informed as to the accomplishments of the program. The Public Relations Commissioner shall oversee all publicity; shall be responsible for the Opening Ceremonies, the Bel Passi Yearbook, the Pitch, Hit and Run, Grandparents Day as well as maintenance and administration of the Bel Passi website and social media applications. The Public Relations Commissioner shall make a report to the Executive Board at each monthly meeting.

Section 15 - The Umpires Commissioner shall oversee the umpires. The Umpires Commissioner shall have the responsibility for any detail pertaining to the hiring, firing, schooling and keeping track of games worked so umpires may be paid. The Umpires Commissioner will be the mode of communication between the Executive Board and the umpires, in regards to complaints and pay scales. The Umpires Commissioner shall be co-chair with the Baseball Commissioner of an annual rules review committee; shall be responsible for posting and reporting league standings. The Umpire Commissioner shall make a report to the Executive Board at each monthly meeting on any expenditure.

Section 16 - The Immediate Past President, unless forced to resign from office by a simple majority vote of the Executive Board at a regular or special meeting, shall sit as the 16<sup>th</sup> member of the Executive Board, primarily in an advisory capacity but with full voting privileges. In the event the Immediate Past President is appointed/elected to serve another position on the Executive Board, this position shall remain vacant and 15 persons shall constitute the Executive Board. If a President succeeds himself, the Immediate Past President is the person who held the office before the person now holding office. The Past President will work with the Public Relations Commissioner in the coordination and planning of the Opening Ceremonies event.

## **ARTICLE VII – Live Scan Policy**

Section 1 – Bel Passi Baseball Inc., will request criminal record information from the Department of Justice in the form of a Live Scan (Digitally Scanned Fingerprints) in order to assist with determining the character and fitness of a person who is an Executive Board Member, employee, or volunteer (Coach, Team Mom, etc.).

Section 2 – Criminal Offender Record Information (CORI) shall only be accessible by the Records Custodian. Only an Officer, as defined in Article VI, may be the Records Custodian.

Section 3 - The following contains a list of offenses that prohibit clearance from a Live Scan if the offense was ever committed; Sections 220, 261.5, 262, 273a, 273.5 of the Penal Code and any sex offense listed in section 290 of the Penal Code.

Section 4 – All other pending or convicted criminal offenses will be assessed on an individual basis.

Section 5 – Custodian of Records – President, First Vice President, Second Vice President

## **Article VIII - Removal and Resignation of Officers:**

Any Officer elected by the Board may be removed from office, with cause, by a simple majority vote of the Board at any legal meeting. Any officer may resign at any time by giving written notice to the Board.

In case of the removal from office or resignation of any elected officer, an election shall take place at the Board meeting to fill the vacancy created by the removal or resignation.

The President may remove any appointed commissioner or committee head by written notice to the Executive Board.

### **ARTICLE IX – Posting**

The Constitution and Bylaws will be posted in the board room and on the Bel Passi website. A Bylaws Committee appointed by the President shall formally review the bylaws every year. However, if so decided by a majority vote of the Executive Board the bylaws may be opened for changes at any time.

### **ARTICLE X – Formal Review**

Bylaws to be formally reviewed in 2017.

Bylaws reviewed in December 2016 by a committee appointed by President Misty Hansen. Bylaws Committee Members: Misty Hansen, Richard Perez, Michael Hansen, Darren Whitney, Sara Landes, Lyndon Landes, David Nichols, and Erica Cordero.