

Flames FAQs - February 14, 2023 (UPDATED with questions and answers from the Monday, 2/13/23 Q&A meeting)

Will Flames Spring events and sports continue as planned?

- Our desire is that the Spring events and sports will proceed as planned. Obviously it takes a lot of volunteers to do what we do for our kids and families through these programs, but we are committed to proceeding if we have the help from parents and families that is needed.

What caused the current crisis? Was this a safety issue for any of our kids, or a financial or legal issue?

- Our board is not aware of ANY safety, financial, or legal issues with regard to Flames or Flames leaders. We would take any of those VERY seriously and take immediate appropriate action if that were so. We are committed to open, honest, and transparent communication with our Flames families, and that's why you've seen the communication ramp up in recent days.

In our discussions this week, Philippians 2:3-4 was brought up, and what an appropriate verse for our team as we met and discussed next steps. The apostle Paul wrote, "Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others." That is our prayer and our goal as we seek to make the best decisions for our Flames kids and families, and most importantly, decisions that honor our God.

Our board has a very clear goal of open and transparent communication. We understand there are many who have questions and concerns. The last thing we want to do is have gossip and hearsay spread through the Flames families. Anytime you have questions, you can always reach out to our team at FlamesHSboard@gmail.com. That email address goes to all of our board members. You will get a response in as timely a manner as possible (please keep in mind that the Board, like all Flames, are volunteers and we have other jobs too).

The remaining board members, Keith LeValley and Bryan Janda, accepted two Flames volunteers who offered to help the board during this time. On Thursday, William Attaway and Jeffrey Rodman were voted in as acting board members. Our desire is to grow the board immediately to seven active board members, so we are in need of three more. We are looking for men and women who have a heart for the mission of Flames and who have time and energy available to assist in navigating during this season. Spiritual gifts that would be helpful for this role include leadership, discernment, and administration.

Here's a short bio on each of the new acting board members:

- Dr. William Attaway has served in local church ministry for over 25 years, and is currently the Lead Pastor of Southview Community Church, a church in Herndon where he has served since 2004. He holds a Ph.D. in Old Testament (with an emphasis in Biblical Backgrounds and Archaeology). He is a Leadership and Executive Coach for Catalytic Leadership, LLC, a company he founded to help leaders to intentionally grow and thrive. William and Charlotte have been a part of Flames for over four years, and their daughters Erin and Allison have been actively involved in a variety of sports and clubs.
- Dr. Jeffrey Rodman is a Certified Fund Raising Executive (CFRE) and a Certified Grants Specialist (CGS) experienced in public speaking, training, grant writing, and fundraiser. He is the founder of Here-4-You Christian Grant Consulting, a private consulting firm focused on growing Christian Ministries and Churches. Dr. Rodman received his BS in Chemical Dependency Counseling and M.Ed. in Counseling and Development from George Mason University, in Fairfax, Virginia and his PhD in Religion from Christian Bible College in Rocky Mount, NC. . Rodman is also a Licensed Professional Counselor (LPC), Licensed Substance Abuse Treatment Practitioner (LSATP) and a Board Certified Clinical Master Hypnotherapist (CCMHT) in Virginia and has a private psychotherapy practice operating in Front Royal, Virginia for other past 20 years. The Rodman Family has been a part of Flames for nearly 20 years

Will women be on the new Board of Directors?

- Absolutely. We are looking for men and women who have a heart for the mission of Flames and who have time and energy available to assist in navigating during this season. Spiritual gifts that would be helpful for this role include leadership, discernment, and administration.

Will the store be open to buy Flames gear, archery shirts, etc. if needed?

- Yes - we believe this is open and working.

Will teen helpers be allowed to assist coaches?

- Many of our sports and activities have allowed and encouraged young adults to volunteer and “give back” to the Flames organization, both during high school and beyond. We want to encourage that attitude and action by teens and young adults, and our coaches in each sport/activity will make the decision on how they can best help and support.

How often does the Board conduct meetings? Are they open or closed?

- Our bylaws states that the Board will meet at least four times a year. As we establish a new board, we expect that a normal schedule will be set and made public. We believe

the meetings will be open (unless sensitive information regarding a coach or player needs to be discussed, at which point the Board would go into closed session).

Will there be a “parent only” Facebook group, to avoid the problem of our teens being exposed to negative or unkind comments?

- That is not something the Board has discussed, but we certainly will do so.

Are there any changes to current coaches or spring sports?

- We are not aware of any changes at this time, but we are still confirming coaches participation as well as determining if registration/enrollment will allow a sport/activity to proceed as hoped.

When will the other three board members be chosen, and what positions/responsibilities will be given to them? Are there educational requirements to be a Board member or Athletic Director?

- The Board opened submissions for Board and other leadership positions last weekend, and we are currently scheduling and interviewing candidates as quickly as our schedules allow. We hope to have the new board in place as soon as possible; once in place, positions and responsibilities will be determined based on giftedness, passion, and availability. There are no educational requirements specified for the Board or Athletic Director positions.

Is there a first aid kit at each sporting event?

- Yes, there should be.

What is the role of a Quality Assurance Manager?

- This position would assist the Flames organization by following up on any concerns or complaints that are received, ensuring that problems are dealt with in a clear, fair, and proactive way, and ensuring that the Flames organization continues to improve.

Are previous ADs or Presidents helping the board currently answer questions?

- We have been blessed by assistance from previous leaders, yes!

How will decisions about canceling a practice/game/event happen?

- Sometimes these things are beyond our control, though we do try to avoid them when at all possible. Our goal is that communication would happen through the Team Sideline app as soon as we are aware of the cancellation. (And text alerts can be enabled by each user in the app on their phones).

You said you've tried to take a lot of the burden off of the AD. Is that going to be the responsibilities of people in new roles (e.g. quality assurance manager) or will any of that also fall to coaches?

- We are trying to flatten the organization and spread the responsibilities more broadly, so that each volunteer has a lighter lift. By doing so, we can leverage a greater number of people's gifts and passions, and help them be a part of building this organization, while not overwhelming any one person or a small group of people.

What are your thoughts on coaches hosting practices outside of Flames? Is this still ok as long as we don't claim it as an official Flames event?

- This is something the Board will discuss, but we don't expect a big change here from what was allowed previously. During the regular season it is difficult to state a practice is not a flames event. Off season voluntary pickup games and informal practices are more easy to delineate.

Does Team Sideline offer a text messaging option for messages?

- Yes! You can enable that in the Team Sideline app on your phone. It will send you a text telling you to check the app/your email when something new is sent to you.

What is the Board doing now?

- Our board is currently making some administrative changes to the Flames bylaws, both to address some inadequacies that we see and to help ensure that the current situation is not repeated in the future.

To ensure we reach all of our families, we wanted to make you aware of the recently changed bylaws. The changes to the bylaws fall into four main categories:

- Inclusive, not exclusive - we wanted to reflect the Spirit of Jesus, being as inclusive as possible and removing anything that could be perceived as punitive or excluding. We want as many homeschool families as possible to experience the community and love of the Flames community!
- Simplifying language - we wanted to simplify the language and remove any inconsistencies through the document, making it flow and feel like one consistent whole, focused on our main purpose - "to provide homeschooled children with excellent athletic and extracurricular instruction in a positive, Christ-centered environment that fosters friendships."
- Division of labor - we wanted to reduce the responsibility and weight on one person (an Athletic Director) or a handful of people, and spread it out among many, to lighten the load and assist with making serving in Flames a joy, not a

burden

- Checks and balances - we wanted to “think forward” to help Flames learn from past mistakes and not repeat challenges from the past by providing accountability, structure, and systems for future success

The bylaws are uploaded on Team Sideline, as well as on the main Flames Facebook site. On Team Sideline, the bylaws can be found in Downloads. They are in the Bylaws and Policy section.

You can get to the downloads section in Team Sideline by going to <https://flameshomeschoolsports.com/downloads>. There, you will see the Flames Bylaws with Track Changes, the version showing edits from the original to the revised; as well as the Flames Bylaw Revisions, which is the clean version, or the one without track changes).

- We met with nearly all of our head coaches this weekend, to talk with them, answer questions and concerns, and to begin to navigate into this new chapter together. We will meet with the remaining coaches 1:1 this week.
- We are [actively soliciting new board members, new officers, and team members for new roles](#) that we believe will make Flames better and stronger as we delegate and share the responsibilities of the organization. Click above on the link to volunteer!

There's so much more to come, but these are the first steps of many. Our desire is to honor God in our service to Flames, to serve families to the best of our ability, and to be accessible and transparent in our leadership.