



MANIFESTO

A note from Rob concerning select teams and lessons:

I would like to share a short summary of how Clutch Athletics came to life. I was born and raised in Montana, a state without High School baseball, a state with limited opportunities to play the game I grew to love. We played ball under the sanction of American Legion, only during the summer months. I never had an opportunity to be trained at a young age and after I made it to the Major Leagues it was something I wanted to do for young athletes following my baseball career. I understand the battles of making it to the next level. I understand the work both physically and mentally to play this game. I understand the sacrifices made by families that desire to give their children an opportunity to pursue the next level of play. And most of all, I understand the great opportunities this game has to offer. I was never good enough to receive a scholarship in baseball but I was determined to play in college. I walked on to a community college in California where my baseball career began. I played a few more years of college ball and several seasons of professional baseball. Fast forward several years and now we are here, blessed with Clutch Athletics.

I am honored you are sharing your child with me and I certainly don't take it for granted. My wife and I have three children of our own and when we entrust people to have influence over them we desire nothing but the best. My hope through all of this is Clutch Athletics will have a positive impact on all the athletes and families. We desire to come along side you as parents and be a positive role model and influence in each athlete's life. As a player, I found relationships were the core of success and the heart of the team. While I desire a solid relationship with all parents, my first obligation is to the athlete. If I might, here are my goals with your child: (1) to teach the athletes the right way to play the game, (2) to be a positive impact on them, (3) do all of this with integrity.(4) Train your athlete to their maximum potential. I want to see them crush goals and see dramatic improvement in speed, agility, mentality, approach, mechanics and maturity as athletes.

There will be effort to win every game, but reality is we will not win every game. So we expect class from all coaches, players, and parents in every game we play. We are going to play with a respect for their teammates, opposition, and the umpires. I believe that the biggest role of the parent is to be a solid source of encouragement. I think if you ask most athletes what they would want their parents to do during the game; they would say "NOTHING". Once again, this is

ALL about the players. Please, feel free to cheer in a respectful manner but please, do not let controlling/negative emotion get the best of you. You as parents need to be the humble, constant, source of support.

This should not be shocking but there are days we will not have good umpiring. This is a fact we must all accept. We will have balls that bounce in the dirt that will be called strikes, and we will have balls over our heads that will be called strikes. Likewise, the opposite will happen with the strike zone while we are pitching. The players will not be allowed at any time, to show any emotion against the umpire. They will not shake their head, or pout, or say anything to the umpire. This is the coach's job and they will do it well. Coaches will be instructed by me on how to approach umpires and talk with them about issues. I made a career of working with umpires on a daily basis. I will train our coaching staffs to the best of my ability in order to discuss matters with umpires. I have taken out any work at all for you except to get them there on time, and enjoy.

Let's talk batting order seeing that next to playing time this is the second most complained about issue, or actually tied for second with position on the defensive field. We need you to know that we are trying to develop each player individually, and we will give them a chance to learn and play any position that they are interested in. However, our teams will be competitive and when we are in situations to win ballgames, we are going to put the players in the position that we believe will give the team the best opportunity. Coaches will talk with the players individually and have them share what their favorite position is and what other position they would like to learn about. As this time progresses, there is a chance that your son may be playing a position that they don't necessarily like, but we will need your support about their role on the team. Please support your coaches. Kids hear the parents constantly complaining about the teachers and coaches of the child and that leads to a lack of respect for authority. If matters or issues come up with your coaching staff please schedule an appropriate time to meet.

I believe there are three things you can control as a baseball player: 1) Your attitude. 2) Your preparation. 3) Your work ethic. I expect all staff, coaches, players and parents to control these things while representing Clutch Athletics. All players should show up ready to play every time they come to the field. I will be expecting the same effort from all coaches or instructors when its their time to coach. Shirts tucked in, hats on straight, and pants worn in a respectful manner. There is no excuse for lack of hustle on a field. From the first step outside the dugout they will hustle. They will have a fast jog to their position, to the plate, and back to the bench when they make an out. We will run out every hit harder than any team we will play, and will learn how to back up a play to help our teammates. Every single play, every player will be required to move to a spot. Players that do not hustle and run out balls will not play. They will catch on to this quickly. The game becomes very boring when players are not thinking about the next play and what they possibly could do to help the team. Players on the bench will not be messing around. Coaches will constantly be talking with them about situations and what they would be doing if they were in a specific position, or if they were the batter. There is as much to learn on the bench as there is on the field if the players want to and are willing to

learn. Attitude is reflected in leadership and our coaches will teach all of our athletes what it looks like to have an attitude of a winner. A "winner" isn't defined by the win/loss column. A winner is defined by so much more. Great examples include being a good teammate, a coachable player, a heart for hard work, willingness to grow as player, encouragement to other teammates, leadership, respect, ability to see outside of self, etc.

My family and I are putting our all into the Clutch facility. We want it to be a clean, classy, professional and comfortable environment that we can all be proud to represent. I would ask that all parents and players respect the grounds; both inside and out. Throw trash away, keep gear organized and respect others. There will be areas for families to view lessons. Please enjoy the effort we have put into your areas and do not interrupt lessons unless it is called for - this is to protect you, your other children, and the athletes in the cages or on the fields. We are blessed with a great bunch of families but one thing is for sure - with growth, gossip and controversy follows. I cannot stress this enough - our facility will not be a place of gossip. If you must, please take it elsewhere. We are here to encourage and create unity, not division. If there is unrest or controversy, please do not bring it into the Clutch facility during operating hours. Schedule a time to meet with whomever the issue concerns and work it out. We are all a team.

Our family's Christian faith is the guide for our life and we have never believed in forcing our faith upon anyone, but I also believe it to be cowardly and hypocritical to shy away from what we believe. You as parents need to know for yourselves and for your boys, that when an opportunity presents itself, I will be honest with what I believe. That may make some people uncomfortable, but I did that as a player, and I will continue it in any endeavor that presents itself.

Again, I am honored to be in your child's life and we look forward to a long lasting relationship with your family. It is my prayer that each child grows in integrity, character, ability and confidence.

Thank you for being a part of Clutch Athletics.

Sincerely,

Rob Johnson