



United Soccer Athletes (USA) Soccer Club

Volunteer (Non-Payment) Policy

Since its inception, the United Soccer Athletes (USA) soccer club (or Club) has been, and is, a volunteer, parent-driven organization. These being the case, the majority of our coaches are parents of players on their team. Based on our experience with other clubs and their management structures, we feel that this approach creates a developmental, cooperative atmosphere that is the most natural and properly motivated toward our mission of developing soccer players and coaches with good skill, good sportsmanship, and good character.

As such, no Club coach, manager, committee member, or board member position receives (or accepts) payment, compensation, reimbursement, or donation. The Club does recognize the tremendous amount of time, energy, dedication, and sacrifice that team staff provide. As a result, the Club works to ensure minimal personal financial investment. The Club provides team staff with items that are recognized as necessary for the success of their team and their coaching experience, including but not limited to, coach's uniform kit, team equipment, coach training & licensing, enrichment programs, etc.).

This policy formalizes this founding principle for the current and future Club.

A representative of the Club must not make any effort to solicit such compensation, reimbursements, or donations. Likewise, a representative must not accept any of the above. In the event that such activities are identified, the Club may officially investigate the matter and take necessary and appropriate action if it is found that this policy is not being upheld.

This policy is not intended to eliminate the provision of end of season or otherwise isolated and special 'thank you' gifts from teams to their team staff or other individual gifts of that nature. The team parents should recognize the commitment of time and energy that the team staff (coaches, assistants, and managers) provides for their children. In some cases, team staff may invest financial resources for the good of the team. It is allowable, and even encouraged, that team parents recognize these investments.

However, it must be clear that these gifts are to be of nominal value on an individual player basis (e.g., a \$100 gift certificate divided by 10 players on a team). Furthermore, such gifts must be coordinated such that they do not alienate a individual on a team or part of the Club. Such gifts must also be presented at a time when the gift can not be construed as impacting any individual's position on the team or Club (i.e., such gifts are to be provided at the end of the season).

Individual teams may participate in travel tournaments where additional costs beyond the Club dues may be incurred. In these instances it must be recognized that participation is beyond the Club's regular league participation (whether during or outside of the regular season) and is pursued as individual teams. As such, the costs are to be coordinated within the body of the individual team and must be managed equitably at the discretion of the team as a whole (i.e., the overall team must split the costs of the tournament as they feel is appropriate). It is expected that the costs will be controlled such that no representative the Club receives additional payment or compensation as an outcome from the tournament (i.e., the team may elect to assist with the coach's costs for the tournament (e.g., lodging, gas, etc.), but no one is to receive additional or special compensation as a result of participation).

This policy is to underline the common understanding that the USA Soccer Club is a volunteer, not-for-profit organization with the mission of providing high-level soccer to area youth in a positive atmosphere. These characteristics must be supported wholly by all representatives of the Club.