

**BALLISTIC UNITED SOCCER CLUB
POLICY INTERPRETATION MEMORANDA (PIMs)
Updated May 8, 2017**

68-1 DECISION MAKING POLICY
68-2-05 PLAYING TIME
68-5-05 PICKING UP PLAYERS-HIGHER LEVEL-SAME AGE GROUP
68-6-00 BUSC TOURNAMENTS
69-1-05 BUSC FIELDS
70-1-05 BUSC PARADE
89-2-05 SELECTION OF COMPETITIVE COACHES
97-1-05 REGISTRATION REFUND POLICY
97-2 SPONSORS
97-3-06 PLAYER TRANSFERS
97-7 GUESTS AT BOARD MEETINGS
00-1-05 BUSC WEB PAGE
00-2 LEAGUE DRESS CODE
01-1 SUBJECT: EXECUTIVE COMMITTEE
01-2-04 PLAYING OUTSIDE OF AGE GROUP
05-1 FIELD FUND
06-1 COMPETITIVE TEAM FORMATION
06-2 COMPETITIVE FEE PAYMENTS
08-01: RECREATIONAL DIVISION & U5-U10 DEVELOPMENT FOCUS
08-02: RECREATIONAL MERCY RULE
08-03: RECREATIONAL DIVISION TEAM ASSIGNMENTS
08-04: RECREATIONAL DIVISION PRACTICE FIELD ASSIGNMENTS
08-05: PARENT SIDELINE BEHAVIOR
17-01: BUSC VOLUNTEER PROGRAM
17-02: US ACADEMY LEAGUE

PIM 68-1: DECISION-MAKING POLICY

The following will be used as a basis to make decisions for BUSC.

1. Is it good for the player
2. Is it good for the club
3. Is it good for the sport

PIM 68-2-05: PLAYING TIME:

RECREATIONAL DIVISION – Every player must play at least an average of 50% of every game (assuming he arrives before kickoff). This applies to practice, scrimmages, league play and tournaments. The only exception is in the case of a discipline action, which needs to be communicated to the Director of Recreation.

COMPETITIVE DIVISION – Competitive Players will play an average of 50% over the course of the season, at all competitive levels and age groups. This applies to practices, scrimmages, league play and tournaments. Exceptions will be made at the discretion of the coach, for disciplinary actions, tardiness, or injuries, or by prior mutual decision by the coach, player, family, Technical Director, and the Comp. Director. These exceptions need to be communicated to the Director of Competitive or Academy respectively, and the Technical Director.

ACADEMY DIVISION – Academy Players will abide by U.S. Soccer Development Academy guidelines. This applies to practices, scrimmages, league play and tournaments. Exceptions will be made at the discretion of the coach, for disciplinary actions, tardiness, or injuries. These exceptions need to be communicated to the Director of Competitive or Academy respectively, and the Technical Director.

PIM 68-5-05: PICKING UP PLAYERS – HIGHER LEVEL – SAME AGE GROUP

Dual Rostering:

Competitive teams are encouraged to work together to dual roster players to protect against low rosters for various reasons, including but not limited to sickness, vacation, and injury. Guest players should be there to support the regular team roster. Guests should not start unless they're not starting would force the team to begin a game short-handed (exception is the goalie position if the guest player is the only goal keeper). It is expected that guest players play approximately 50% of the game. This goes for league games, scrimmages, tournaments, and state cups.

- A roster will be deemed low if a team's roster falls below 16 players for U13 & up playing 11v11, 12 players for the U11/12 age group playing 9v9, 9 players for U9/10 age group playing 7v7.

Permanent player movement within the soccer season:

If it is determined that a player should permanently be moved to a new team during the

year the following must take place:

- For players being asked to move to a either a higher or lower level team or age group the coach wanting the player must get approval from the club's Technical Director (TD) before talking with the player or parent involved.
- The Technical Director will meet with the player's current coach and the coach requesting to move the player up to properly determine the motive for such a move and use his best judgment to determine whether the move is in the player's best interest and how the move might affect both teams involved.
- At that time, the TD will ask that the parent be contacted to determine their level of interest and support.

If a parent or player does not want to move, either up or down, the move will not happen even if the TD and coaches feel strongly otherwise.

PIM 68-6-00: BUSC TOURNAMENTS

All designated BUSC teams are expected to participate in our own BUSC tournaments unless given approval to not participate by the club's Technical Director.

PIM 69-1-05: BUSC FIELDS

BUSC will not set up fields for use during the week (Monday – Friday) except for special circumstances.

PIM 70-1-05: BUSC PARADE

All teams playing recreational soccer at the U12 age group and below as well as the U8-10 competitive Youth development program shall participate in the annual Opening Day parade. The only exception for not participating in the parade is if your team has a schedule game conflict (including travel time). U14 and above age groups are welcome to participate in the parade.

PIM 89-2-05: SELECTION OF COMPETITIVE COACHES

The BUSC Technical Director finds qualified candidates and makes recommendations to the Board of Directors after thorough evaluations.

The Tech. Dir. makes a recommendation to the B.O.D. after the following:

- Candidates resume review
- Due diligence on candidates' certification
- Candidate personal interview, evaluating philosophy and style to determine if the candidate will be a compliment to BUSC goals, mission, and needs
- Age group DOC's and/or the club's competitive BOD representative review
- Criminal background check

The BUSC Board of Directors has final veto authority on all competitive coaching recommendations.

PIM 97-1-05 SUBJECT: REGISTRATION REFUND POLICY

A player's circumstance may change between the time of registration and the start of the soccer season. Family relocations, injuries, other activity conflicts or just a change in heart are a few drivers of change.

Recreational

Refunds will be granted for Recreational players for any reason until Opening Day. However, refund amounts will be reduced as the Club incurs costs triggered by registration.

The following are cut-off dates and administrative fees:

1. A \$20 administrative fee will be withheld for refunds requested by July 1st.
2. A \$50 administrative fee will be withheld for refunds requested on or after Opening Day.

Refund requests must be submitted in writing to our Club Administrator via email at bookkeeper@busc.org, mailed to Ballistic United Soccer Club, 275 Rose Ave. Suite 209, Pleasanton, CA, 94566 or entered via the BUSC website www.busc.org using the refund form. Please include your mailing address, original amount paid and your son's name and age group. Informing your coach or a board member is not an acceptable method of communication.

Competitive

Refunds requested after the start of a program will be prorated based on the date of refund request. Player attendance (or non-attendance) will not be taken into consideration for proration of refund purposes.

PIM 97-2: SPONSORS

The Ballistic United Soccer Club policy on sponsors for teams and on displaying sponsor's names shall follow these guidelines. All sponsorship activities are subject to the club's sponsorship policies and to these guidelines.

1. No team will display the name or logo of any business involved in the sale of alcohol or tobacco or any product deemed inappropriate by the Board of Directors.
2. Teams will be allowed to display a sponsor's name or logo on game jersey or shorts with Board approval. Names or logos on other items (warm ups, practice shirts, etc.) require no approval, but are subject to the club's sponsorship policies and item number 1 above.

PIM 97-3-06: PLAYER TRANSFERS

The Ballistic United Soccer Club policy on player transfers is:

1. Any player wishing to transfer to the Ballistic United Soccer Club will be welcomed to play in the Club, subject to the appropriate governing body guidelines. Any player contacting the club who is currently registered and playing with another club must have been given written permission to contact BUSC (email would be acceptable) or if not BUSC must contact the DOC of the club in question and receive written permission. BUSC will always encourage the player outside the club to finish their current club/team commitment before transferring to BUSC (however there may be extenuating circumstances that both clubs agree that it is in the interest of the player to transfer sooner).
2. Any player wishing to transfer out of BUSC to another club will be granted his request as long as all annual fees are paid in full by the player who is leaving the club. Once all payments have been received by BUSC, the required paperwork will be signed so the transfer can be initiated.

PIM 97-7: GUESTS AT BOARD MEETINGS

Guests are welcomed at all general board meetings and may attend any board meeting but may not participate in discussions except on the subject they have requested to speak on in advance.

Anyone wishing to speak at a board meeting must notify the Board of Directors at least seven days in advance of the meeting. If the guest wishes the subject to be acted on by the board at that meeting, they must notify the board in writing by the first of the month in which they wish to appear.

PIM 00-1-05: BUSC WEB PAGE

BUSC will develop and maintain an official club web page. The page will be used for the dissemination of club information regarding the club's goals, membership, rules, scheduled events, activities and local community information

The page shall be under the administration of the BUSC Executive Committee with general supervision by the Member Relations and / or Community Relations Board member. Final approval of posted items is vested in the executive committee. The club may employ a "Webmaster" to maintain the site.

The web page is to be kept current with up to date and useful information for the good of the club and the good of the game. Commercial or club related advertising will be allowed on the site. Links to appropriate soccer related organizations will be allowed. Minimum monthly updates are to include board meeting minutes and board decisions regarding the club.

BUSC Board Members, Age Group Coordinators and teams are encouraged to submit correctly formatted information through the site submission tool for forwarding to the Webmaster to be posted on the site.

PIM 00-2: LEAGUE DRESS CODE

All BUSC registered soccer players will wear only the official club uniform for all league and tournament play. A uniform is considered a jersey, shorts and socks. Goalkeepers may wear an alternate colored uniform. Keeper uniform must display the BUSC logo and be manufactured by the uniform supplier. Any sponsor logo must also be displayed.

FOR COMPETITIVE TEAMS:

Club issued training shirt may be worn for warm up during all league and tournament play. Club approved warm-ups are recommended to be worn for all league and tournament play.

The Ballistic home color is gold and the away color is white.

Failure to comply with the above dress code requirements shall deny the player the right to play until the violation is remedied.

PIM 01-1 SUBJECT: EXECUTIVE COMMITTEE

The Executive Committee is made up of the President, Vice President, Treasurer and Secretary. The Executive Director is a non-voting member of the Executive Committee. A member-at-large may be added by vote of the Executive Committee if deemed necessary by the Committee.

PIM 01-2-04 SUBJECT: PLAYING OUTSIDE OF AGE GROUP

Competitive players may play in an age group that is higher than that for which they would normally be eligible. Competitive players selected to do so should rank in the top half of the higher age group's team's players and are expected to start most games.

Recreational players may not play in an older age group than the one they are eligible for based on the recreational soccer age group chart, unless there is compelling reason to do so. All requests for recreational players to play in the next older age group must be forwarded to the club's Recreation Director of Coaching for consideration and final decision. Players may not play two or more levels above or any level below their current eligible age group.

PIM 05-1 FIELD FUND

These policy guidelines will be followed in administration and use of the BUSC Field Fund.

1. The BUSC Field Fund shall be maintained separately from the General Fund.
2. Money raised by field fundraising activities shall be deposited in the General Fund and then transferred into the Field Fund annually.
3. The choice of investment vehicle will be guided by the BUSC "Statement of Investment Policy, Objectives and Guidelines" with the aim of minimizing risk while maximizing return.
4. Money from the Field Fund will only be used to procure, upgrade, enhance or provide field and field related attributes, including but not limited to turf, lighting, benches, goals and nets.
5. Money from the Field Fund may also be used, upon Board approval to procure, upgrade, enhance or maintain capital equipment or improvements.
6. Upon Board approval, money may be loaned from the Field Fund to the General Fund for operating expenses. Loans must be repaid as soon as possible.

PIM 06-1 COMPETITIVE TEAM FORMATION

Teams will be formed for all age groups and levels by a placement process each year. Each age group's placement process will be determined by the technical director.

It is the philosophy and policy of the Club and the BUSC Board of Directors to field the best team possible at all competitive levels while developing players who reside in Pleasanton. This philosophy will be considered in all cases when evaluating whether to approve out of town players being rostered to any BUSC competitive team. The technical director will submit age group/team rosters to the board of directors for approval. The board of directors has final approval of team formation.

PIM 06-2 COMPETITIVE FEE PAYMENTS

Please refer to your specific Youth Development Program (YDP) financial contract for an outline of payment amounts and due dates. These details are shared during the kick-off meeting and available when registering your son in our online registration system.

Any payment that is delinquent may be cause to suspend and/or remove the player from the team. Your player will not be allowed to train and/or participate in any games. This is accomplished by taking the player's pass from the team manager. If this occurs, a service charge may be charged to reinstate a player pass to the team manager. Payment must be received before the player's pass is returned.

PIM 08-01: RECREATIONAL DIVISION & U5-U10 DEVELOPMENT FOCUS

The goals of these recreational U5-U10 age groups are to develop basic soccer skills, techniques, and enjoyment of the game. In order to achieve these development goals, BUSC utilizes small-sided games to maximize player contact with the ball and mitigates the distraction of game scoring.

Focus at these age groups during games should be strictly on developing these skills and utilizing games as an instructional and learning opportunity for players. Coaches shall focus on exposing their players to as many positions on the field as possible and emphasize ball control and dribbling skills over game tactics.

Coaches of U5-U7 players should focus primarily on ball control, dribbling techniques, fakes, 1-versus-1 skills, and individual player movement on the field.

Coaches of U8-U10 should continue to focus on individual ball handling and 1 –versus-1 skills, and begin developing player and team field technical skills. Coaches should begin training players to become more proficient with passing, defensive and offensive assignment and movement, shooting and throw-in skills.

PIM 08-02: RECREATIONAL MERCY RULE

The Mercy Rule will be used in all recreational division games and in all age groups. The maximum score difference between Goals For/Goals Against is 6 goals. Any final game score that exceeds the maximum shall not be included in either official game results or in publicity submissions.

Coaches that actively encourage or allow their team to run up the score and violate the Mercy Rule may be sanctioned as a violation of the terms of the Coaching Code of Conduct

PIM 08-03: RECREATIONAL DIVISION TEAM ASSIGNMENTS

Player assignments to teams are based upon neighborhood affiliation, school attending, and player's buddy pick. A parent may request to be placed on the same team as a buddy during the registration process. During team formation, the AGC may consider requests from registration forms during team formation.

No player may request assignment to a specific coach or team. No coach may request a specific player, except for his/her son. No player may be transferred to another team without Recreational Director approval.

No player, even if properly registered, may play for a team for which they have not been assigned, either in a league or tournament game, unless he has been assigned and registered with CYSA. To do so will cause forfeiture of the game and can result in possible sanctions by the Club and/or CYSA. Duly registered players may participate in other team's practice games, but only upon the express approval of his assigned coach.

PIM 08-04 RECREATIONAL DIVISION PRACTICE FIELD ASSIGNMENTS

Each team will be assigned practice fields and times within Pleasanton according to the City of Pleasanton field availabilities. Normally, teams are scheduled for one to two practices per week. Coaches may not utilize other City of Pleasanton fields unless the Recreational Director of Coaching has granted approval. The use of private, individual facilities or property is prohibited. The use of local community parks not included in the City of Pleasanton assigned practice fields is permitted.

Practices may not begin prior to August 1st.

PIM 08-05: PARENT SIDELINE BEHAVIOR

All spectators must treat referees, coaches, players, each other, and opposing teams with respect at all times, at all venues, and at all levels of competition. The Club has imposed a zero-tolerance policy concerning any and all negative comments and/or attitude while on the sidelines as outlined in the Parent / Player Corner of the BUSC website.

In the event of unacceptable parent or coaching behavior, the matter will be referred to the BUSC Resolution Committee for review and action.

PIM 17-01: BUSC VOLUNTEER PROGRAM

Ballistic United Soccer Club serves our youth through the involvement and dedication of adult volunteers. The efforts of our volunteers allow our children to enjoy a much rewarding soccer experience. We are in need of assistance throughout the year and encourage members to donate their time.

There is a volunteer fee included in the player registration fees for some age groups. You can have this refunded upon completion of an approved volunteer activity.

Volunteer positions include, but are not limited to, the following:

- Team Manager
- Opening Day Parade
- Tournaments
- Fundraising Events
- Administrative Support

If you are interested in signing up, please keep an eye out for our invitation which is sent each time we are in need of volunteers.

Once you have completed your volunteer work, a list of volunteers and their refund amount will be provided to our Treasurer. If you have not paid your dues owed to the Club, the refund amount will be credited towards the fees owed. If you have no dues

owed to the Club, a refund check will be mailed to your address of record within 60 days of completion of the volunteer activity.

PIM 17-02: US ACADEMY LEAGUE

The Board of Directors approved the recommendation of the Technical Directors to enter the US Academy program. Each year, the US Academy program must be financially self-sustaining. The Technical Director must submit each year as part of the Competitive budget approval process a separate US Academy budget that demonstrates its financial independence. Timing of the Academy teams' formation will coincide with the US Academy calendar and is separate from the club's competitive team formation.