

Fort Smith Juniors Club Policies

(FSJ reserves the right to modify these policies as needed)

(Last modified and approved August 2024)

General Information

- A. The Fort Smith Juniors vision is to be acknowledged as the area leader in the sport of volleyball.
- B. The Fort Smith Juniors mission statement is as follows: to develop young athletes by providing a positive and safe environment that develops character, teaches teamwork and builds life skills by utilizing the sport of volleyball as our platform.
- C. The Fort Smith Juniors mission is as follows:
 1. Attain excellence in the sport of volleyball through quality coaching, training, and competition for USAV Volleyball members and local schools.
 2. Credential teams, administrators and officials for all sanctioned national volleyball competitions.
 3. Promote and develop, through its Member Organizations, the sport of volleyball.
 4. Establish standards for USAV Regional Volleyball Associations
 5. Conduct open competitions for the sport of volleyball
 6. Ensure compliance with USAV policies and procedures
- D. FSJ shall be administered through a board of directors. The board of directors shall consist of the following:
 1. Director
 2. Bookkeeper
 3. Vice President of Club Development
 4. Vice President of Fundraising
 5. Treasurer
 6. Secretary
 7. At Large I
 8. At Large II
 9. At Large III
 10. At Large IV

Each board member will serve from August 1 through July 31 of the next year. The FSJ director at his/her discretion may appoint ad hoc positions/ committees.

Definitions

The following terms and phrases shall have the meaning assigned to them below wherever used in these policies:

“BOD” means the governing Board of Directors of the Fort Smith Juniors Volleyball Club.

“Club” means the Fort Smith Juniors Volleyball Club

“FSJ” means the Fort Smith Juniors Volleyball Club

“Member” means and includes coaches, board members, players and parents who are registered with USA Volleyball. Also, parents of registered players.

“Region” means the Delta Regional Volleyball Association

“USAV” means the United States Volleyball Association, also referred to as USA Volleyball

“AAU” means the Amateur Athletic Union

Player Requirements

Fort Smith Juniors shall conduct tryouts to establish teams for 10 – 18 years of age as outlined and mandated by USA Volleyball Guidelines. The tryouts may consist of a single or multiple session(s) depending on the number of athletes in each age group as determined by the Board of Directors. Divisions of teams shall be National, Regional Plus, and Regional.

Team Classifications

ELITE Teams 17-1, 16-1, 15-1, 14-1, 13-1

1. Focus is placed on being as highly competitive as possible with the goal of qualifying for USAV Nationals.

2. Teams will play 6 - 9 tournaments on average. Tournaments should be highly competitive in nature and can take place in multiple states. Some tournaments may be 3-day events and may occasionally take place during school days. Teams may play in any tournament that is chosen from the prescribed approved tournament list.
3. If Elite Team qualifies for the USAV or AAU National Tournament, each player on the team will be required to pay a \$100 Nationals Fee to go towards the team travel cost of attending Nationals. FSJ will then pay the remaining costs of the entry fee, prorated coach's salary based on the frequency of continued practices that go beyond the regular season, coach per diem, and coach hotel cost while attending Nationals.
4. By accepting an elite team selection, players and their parents must commit to the player attending the following required events:
 - *Required to play in Delta Region Bid Qualifier in those years the team plays.
 - *Required to play in at least one (2) National Qualifier, i.e. Lone Star
 - *Required to play in the USAV Nationals tournament should the team receive a bid to do so.
 - *The team will have a couple required non-qualifier tournaments as well.

If a player fails to meet the required activities without an acceptable reason, said player may not try out for a FSJ Elite team the following year. Exceptions to this rule may be granted at FSJ BOD's discretion.

5. For 17's Elite group only--- If the team earns a USAV bid at a National or Regional qualifier, then the team will accept the USAV bid. If the 17's do not earn a bid, the 17s Elite team will have the option of entering either the AAU National tournament (traditionally held in Orlando) or the "Patriot" division at the USAV Nationals tournament (location varies year to year) in years they do not win a bid. FSJ will not pay for any additional registrations or memberships that may be required (AAU). AAU Fee will be paid by parents within a 2 week period after AAU registration is complete.
6. Each player on the team will be required to pay a \$100 Nationals Fee if they win the bid to go towards the team travel cost of attending Nationals. FSJ will then pay the remaining costs of the entry fee, prorated coach's salary based on the frequency of continued practices that go beyond the regular season, coach per diem, and coach hotel cost while attending Nationals.

National Team 18, 17-2, 16-2, 15-2, 14-2, 13-2, 12-1

1. Focus is on developing players while still remaining highly competitive with the goal of qualifying for USAV Nationals. .
2. Teams will play 6 - 8 tournaments on average. Tournament schedules must include the required tournaments determined by the BOD. Remaining tournaments must be chosen from an approved list. Tournaments should be appropriately competitive in nature and can take place in surrounding states. There may on occasion be one or two 3-day events which could take place during a school day.
3. National teams will participate in the Delta Bid Qualifier and compete for a bid to the USAV National tournament. If the team qualifies for the USAV National Tournament, each player on the team will be required to pay a \$100 Nationals Fee to go towards the team travel cost of attending Nationals. FSJ will then pay the remaining costs of the entry fee, prorated coach's salary based on the frequency of continued practices that go beyond the regular season, the coach per diem, and coach hotel cost while attending Nationals. If a player fails to attend Nationals after qualification without an acceptable reason, said player may not try out for a FSJ Elite/National team the following year. Exceptions to this rule may be granted at FSJ BOD's discretion
4. For the 18s age group only; the 18 National team will have the option of playing to earn a bid to the USAV National tournament. If the team elects to compete for a bid, a \$500 deposit will need to be paid to FSJ prior to March 1st of that season. This deposit is in addition to regular season player fees. Should the team not qualify, 100% of the deposit will be refunded to each player prior to May 1st of that season. Should the team qualify, 80% of the deposit will be refunded to each player within seven (7) days after the completion of the National tournament. The \$100 difference will be applied against the \$100 Nationals Fee each player will be required to pay towards the team cost of attending. FSJ will then pay the remaining costs of the entry fee, prorated coach's salary based on the frequency of continued practices that go beyond the regular season, the coach per diem, and coach hotel cost while attending Nationals. Should the team qualify, but a player(s) choose not to attend the National tournament, the player's deposit will not be refunded. Exceptions to this rule may be granted at FSJ BOD's discretion.
5. By accepting an National team selection, players and their parents must commit to the player attending the following required events:
 - *Required to play in Delta Region Bid Qualifier in those years the team plays.
 - *Required to play in at least one (1) National Qualifier, i.e. Lone Star
 - *Required to play in the USAV Nationals tournament should the team receive a bid to do so.
 - *The team will have a couple required non-qualifier tournaments as well.

If a player fails to meet the required activities without an acceptable reason, said player may not try out for a FSJ Elite or National team the following year. Exceptions to this rule may be granted at FSJ BOD's discretion.

Regional Plus & Regional 10s and above and X-3 and lower designation

1. Focus is on developing players for future success.
2. Teams will play 6 - 7 tournaments on average with most tournaments taking place within a 2-hour vicinity. Tournament schedules must include the required tournaments determined by the BOD. Remaining tournaments must be chosen from an approved tournament list.
3. Teams may not play in Bid Qualifier or National Qualifiers without special permission from the FSJ Board of Directors.

Player Commitment (all teams)

Coaches, players and parents must commit to all tournament schedules, practice schedule, other team activities, and payment requirements to be on the team.

FSJ does excuse players from practices and tournaments for grade-related school activities as well as competitions of school sport teams in which the athlete also participates as a player. Additional exceptions may be made by individual FSJ team coaches at their sole discretion.

If a player fails to consistently meet the required activities due to non-school events, said player may be subjected to penalties such as reduced playing time at future competitions at the coach's discretion. General requirements, expectations; if a player has a school commitment and that school commitment is concluded before the end of a scheduled FSJ activity, the player must then be expected to then come to that FSJ activity. As an example, if a team is participating in a multiple day tournament and the player has an excused conflict during one (1) day of the tournament, said player is expected to participate in the remaining competition days (exceptions to this policy are at the individual coach's discretion). The volleyball practice and competition schedule is set months in advance as a courtesy to parents. Parents (and players) are encouraged to work proactively with other programs their athlete is involved in and let them know when the player has a volleyball commitment.

Tournament Schedules

It is the responsibility of the coach of each team to put an appropriate tournament schedule together for the team. The schedule must include those tournaments that are required by the BOD, which include the predetermined qualifiers for the Elite and National Teams. The required tournaments vary based upon the age and level of each team. Additional tournaments can then be added from an approved list. The approved schedule will be presented to the team by the coach at the parent meeting.

Teams may participate in additional tournaments if funding is available in the team budget or should the team voluntarily and unanimously elect to contribute additional funds beyond the required player fees. If teams elect to add additional tournaments beyond what is capable within the team budget, the travel expenses for the coach must also be factored in. Additionally, entry into the extra tournament will not take place until the added funding is paid. Individual team fundraising is an option but will be done without the active participation of the club.

TEAM SELECTIONS

1. Selection committees will be formed to rate players during tryout sessions in order to determine which players are the best fit for which teams.
2. All potential players must be registered online through USAV and pay a tryout fee prior to consideration for team placement.
3. Tryouts will be conducted by a selection committee appointed by the board of directors. There will be a separate selection committee for each individual age group. Every effort is made by the club to ensure a non-bias selection process. The club strives to place raters that have no direct connection to any of the players. However, we acknowledge that we do live in a relatively small community and the regional volleyball community is even smaller so some indirect connection is likely to occur.
4. The selection committee reserves the right to “call back” players for additional ratings.
5. If a player can only attend a portion of the tryouts, then the player will be rated based on the time they are in attendance. However, the selection committee reserves the right to ask the player to attend another age group’s tryout session to effectively rate the player.

If a player cannot attend either of the tryouts dates and they wish to be considered for team placement, the player must submit their reason for not attending, in writing to the

Director, before the assigned start time for the player's age group. At that point the board will determine the validity of the reason for missing and how to proceed with team placement for that particular player.

6. If a player cannot participate in the tryout due to an injury, the coaches of that age group, the VP of Club Development and the Club Director will collectively make a determination to place the injured player on the team they deem would be appropriate, had that player been able to fully participate in the tryout sessions. VP Player Development will request game film(NOT HIGHLIGHTS), talk to school coaches, and previous club coaches.
7. Selection committees will consist of the following raters:
 - The head coaches of the teams of that age group
 - 1 board member per age group.
 - 1 qualified, guest rater chosen by the board, before tryout dates begin, said rater must be able to be present for the entire duration of that age group, or their ratings will not be used in deciding teams.
 - Additional raters may be added depending on the size of the group or if parties referenced above are not available during the time of tryout.
8. Try out sessions
10's, 11's,12's and 17's and 18's two day tryouts.
13's- 16's three day tryouts.
9. The selection committee will rate all players in a specific age group during the tryout sessions. Ratings will be assessed by the committee and players will be assigned to a team based on ability or need. Players and parents will be notified of team assignments via the FSJ website. **Players must accept/decline team assignment within 48 hours.** Regional Plus and Regional teams will typically consist of 7 to 10 players. Elite/National teams will consist of 8 to 10 players depending on the perceived skill level cutoff determined by the selection committee during tryouts. Deviations in roster size can only be approved by the club BOD.
10. Player fees and schedules will be dependent on each individual player's team level.
11. Elite/National teams will be designated in age groups 12 – 18. The BOD reserves the right to designate national team status to additional teams at its discretion.
12. If a selected player declines to play on their assigned team, the player will be placed on a lower team based on position performance.

13. Any outstanding fees owed from previous years must be paid in full before a player will be permitted to try out for any team.
14. Only the players of the specific age group and the members of the selection committee will be present during the tryouts.

Selection of Coaches

All FSJ coaches are required to:

- have an approved and current background screen on file per USA Volleyball policy.
- become a registered member with USA Volleyball and the club's corresponding Region
- complete the USAV IMPACT Certification Training Program (Lifetime)
- complete the USAV Safe Sport Training Course (Annually)

Coaches will be assigned to teams by the coaching committee and approved by the club BOD before each season. The coaching committee will consist of the VP of Club Development, the Club Director and two or more additional board members appointed by the Club Director.

The coaching committee makes every effort to optimize the best fit scenarios between players, teams and coaches based on ability, experience, certifications, personalities, individual strengths and a coach's preferences and interest.

- Typically coaches at FSJ do not move up with an age group except in the 12 and under levels.
- Typically coaches at FSJ are not assigned teams in which a player on the team would also be a family member. If a coach is wanting an age group that has a family member such as (Child(ren), niece, sister, then, that coach will not be assigned a team until after tryouts, with all coaches in that age group being aware that placement may change.

Coaches are expected to follow the Coaches Grievance Procedure when such actions are necessary (*see Addendum IV Coaches Grievance Procedure*)

Coaches are reminded that when leading practices, competing in tournaments, traveling and attending other club-related functions, they are representing both themselves and FSJ. Coach behavior must positively reflect the high standards of our club. Additionally, coaches must adhere to the FSJ Coaches Code of Conduct policy (Addendum VI)

Playing Time

All Teams

As parents, please understand that our coaches do their best to get everyone playing time, but their primary focus during tournaments is the “team’s” overall success. It is FSJ’s policy that parents NOT approach coaches *during tournaments* to discuss how a player, players, or the team is being managed or coached. If a parent wishes to discuss an issue with a coach, then it is to be done at a mutually agreed time away from a tournament venue and 24 hours after the tournament is completed. It is very disruptive to the entire team if a parent approaches a coach during a competition setting so we ask parents to go through the proper channels when wishing to speak to a coach (*see Addendum IV Parent Grievance Procedure*).

Elite Teams 17-1, 16-1, 15-1, 14-1, 13-1, & 12-1 National

Each athlete will receive equal training time and repetitions in practice sessions, but we cannot and will not guarantee playing time to a player. The focus of our elite teams is placed on being as highly competitive as possible during tournaments. Consequently, this may involve some players not playing in some matches. The head coaches will make their decisions based on a player's attendance at practices, the importance of an event, the player’s attitude, work ethic, and proficiency at required skills, and most importantly the team's needs. The club strongly stresses to head coaches that only players they feel will help the team be competitive during tournaments should be selected for their team.

If after tryouts a player is invited to participate on an elite team and the amount of playing time received is a genuine concern, and a primary factor for that player, then the club advises that player to strongly consider declining the team invitation and choosing to play with a non-elite team.

During pool play of tournaments that are categorized as “non bid qualifying” for the USAV national tournament, elite team coaches are **encouraged** to play each player 1 set per match for a minimum of 2 and ½ rotations.

National Team 18s and all 13-17s teams with a X-2 designation

The focus of the club’s national teams is on **developing players** while **still remaining competitive. Playing time may fluctuate** according to team needs based on the competition faced but with a goal of each player playing at least two and a half rotations in every set. Special considerations regarding playing time are granted to the coach during any 3rd set tie-breaker

scenarios where the team has an opportunity to advance to the next level in a tournament. This could occur during a 3rd set of a pool play match; a playoff game after pool play where 2 or more teams are tied and must play a tie-breaker set; or a 3rd set of a match during bracket play where the team is facing elimination versus an opportunity to advance to the next round. Injury concerns or necessary disciplinary actions administered by the coach are acceptable exceptions to the policy.

Regional Plus & Regional Team 10s and above and X-3 and lower designation

The focus of our regional plus and regional teams is on developing players for future success. All players should participate with a goal of playing at least half the rotations in every set. During pool play coaches are encouraged to allow all players to serve on an alternating basis where two players sub in for one another. However, if it is evident the player cannot successfully serve a majority of their attempts during practice or a player struggles to serve in games, then the coach is not expected to have the player serve during a match. During bracket play it is acceptable for the coach to limit the number of players that serve.

Special considerations regarding playing time are granted to the coach during any 3rd set tie-breaker scenarios that occur during bracket play where the team is facing elimination versus an opportunity to advance to the next round.

Injury concerns or necessary disciplinary actions administered by the coach are acceptable exceptions to the policy.

AGE WAIVERS

All players are required to play in their DOB determined age group as decided by USAV, with 2 exceptions.

The club BOD reserves the right to allow players, in a particular grade but who's birthdate would require them to play with an older age group, to play in the age group below via an age waiver. FSJ's policy will mirror that of the Delta Region.

Age waivers may be granted to junior players **within the Delta Region**, to play in the *next lower age group*. These waivers will be valid only within the Delta Region and may not necessarily be valid in other states or regions. Other regions *may* choose to allow the participation of age-waived players. Coaches with players that fall into this category will need to (have a registrar) contact the individual Tournament Director to check on the eligibility of waived players within the region you will be playing. If an outside region does not accept waived players, then said player may not participate in sanctioned tournaments within that region unless the player plays with her age-appropriate team as directed by the USAV Age Definitions.

FSJ does not grant waivers for players to be on **elite/national level teams** due to the fact that such a waiver policy is not recognized at the national level. Age-waived players participating with a lower age team may not participate in the Delta Region Bid Qualifier, any National Qualifier or the Junior Olympic National Championships.

The second exception is when a third year 10s player might be allowed to play in 11s division during her true 10s season. This means the player started with FSJ as an 8s player, as defined by her DOB, and played in the 10s division during her 8s and 9s years. Prior to her 3rd year playing in 10s for her actual 10s year, the player can choose to try out for the 11-1 team. If the player did not make the 11-1 team, she would stay in the 10s age division for her 10s season. If she made the 11-1 team, she could then play on that team for her 10s season. She would still play in the 11s division again the following year during her 11s year. This exception would be allowed based on the competition level of the two age groups. The 10s team plays against newer players aged 9-11. The 11-1 team plays against players ages 11-12. A 3rd year 10s player that can make the 11-1 team should have the chance to move up a competition level versus playing 10s a third year.

Any other deviations regarding age must be approved by the BOD.

Player Fees

Players participating on an FSJ team will be required to stay up to date with all player fees as outlined in FSJ fee schedule based on the classification of the team the player is on. If a player's fee payments fall two pay periods behind, then the player may no longer be allowed to practice or compete in a tournament until the fees are paid and brought up to date. It is the responsibility of the players' parent or legal guardian to make sure all payments are current. Player accounts not paid in full by May 31 will incur a \$50 late penalty. (June 30 for the \$100 National Tournament Fee.) Any player with a remaining balance will not be allowed to try out for a team the following season. Exceptions to this policy may be made by the BOD if the situation warrants.

The first payment will be required at the time the athlete accepts their team invitation. All player fees will be paid electronically via a debit or credit card and payments will be made online. Payments are automatically deducted based on the payment method chosen while signing up for the season online. The automatic payments will follow the FSJ fee schedule based on the classification of the team the player is on.

Reduced Fee Program

FSJ provides a financial assistance program in order to help more local athletes participate in competitive volleyball in a club environment, whereby they are teamed with their peers from surrounding communities, to create a positive experience, which will enable them to further their volleyball careers. See Addendum V for all guidelines, requirements and application regarding the Reduced Fee Program.

Refund / Cancellation Policy

Injuries

Parents of injured players will still be required to help work during the Battle at the Fort tournament and to receive the Battle at the Fort work credit for setup and/or tear down.

An injured player is not required to attend tournaments; however if the player is physically able to do so, it is recommended that they still attend a majority of the practices and tournaments in order to stay connected with the team.

Injuries Prior to Season--

If a player misses time due to an injury to start the season, the player fees will be discounted as follows:

- If not medically cleared to play by January 1st; 25% discount off total player fees owed
- If not medically cleared to play by February 1st; 40% discount off total player fees owed
- If not medically cleared to play by March 1st; 60% discount off total player fees owed

Players who are injured to start the season will still need to accept their team invitation and begin making payments according to the regular fee payment schedule. Discounts will be applied towards the end of the payment schedule or in the event of overpayment due to missing more time than anticipated, a refund will be issued.

Injuries During the Season--

If a player is injured while participating in FSJ activities an incident form must be completed and submitted to a member of the BOD by the coach or chaperone within 24 hours of the practice or tournament in which the injury occurs.

If a player is injured to the extent that a doctor determines they cannot continue playing for the remainder of the season, then the player fees are to be discounted. A release statement from a physician will be required. Any and all refunds/cancellations will be based upon the participant not attending or playing for any other club during the current season. Discounts to player fees will be based upon the following schedule.

- Written notification to the Club Director prior to January 1st-----75% Discount
- Written notification to the Club Director prior to February 1st----60% Discount
- Written notification to the Club Director prior to March 1st-----40% Discount
- Written notification to the Club Director after March 1st-----0% Discount

If a player is injured and misses time but is expected to return prior to the end of the season, then all normally scheduled player fees will be required. This includes a team's season being extended due to participation at USAV Nationals or AAUs.

Club Commitment

Any player that elects not to participate in the club once they have committed to play FSJ (accepted their team assignment) may be eligible for a refund/cancellation of their fees based upon the travel fee portion of their total fees. This is due to the costs of entering tournaments being incurred immediately after forming teams and a team's travel fund is based on the number of players. Prior to each season the board will determine the total fee level for each team based on age and level. Part of that process is deciding what amount of the player's total fees will go towards the team travel fund. That amount is defined as the travel fee portion of their total fees.

- Written notification to the Club Director prior to January 1st ---- Responsible for the Travel Fund portion of the total player fees.
- Written notification to the Club Director after January 1st ----- Responsible for the payments that were due prior to notification. Not to be less than the travel portion of their total fees.

Any and all refunds/cancellations will be based upon the participant not attending or playing for any other club during the current season.

Travel

Parents are responsible for the travel arrangements of their athletes to and from practices and tournaments. ***Coaches, staff and club volunteers are prohibited from driving alone with an unrelated athlete. Coaches can ride to a tournament with parents and a player.***

FSJ is not responsible for overnight travel arrangements. FSJ makes efforts to provide adequate supervision through coaches and other adult chaperones, consequently, teams are strongly encouraged to stay together during overnight travel.

Practice Players

Players are allowed to participate with teams as practice players only. In some scenarios this may be a choice of the player/parents. In others it may be an offer made by coaches and the selection committee following tryouts.

- Season practice player fees will be equal to 50% of the regular player fees of the team the player is assigned to.
- Players must tryout so that they can be placed on the team with similarly skilled players
- Coaches are not obligated to play players during scrimmages
- Practice players cannot participate on Elite/National Teams but exceptions can be made by the Board of Directors as needed.

Practice players may, but are not required to, attend tournaments and sit on the bench with their respective team.

Practice players may not join a team as an active player on a temporary basis. Teams may have more than one practice player on the roster during a season.

The BOD reserves the right to promote a practice player to an active roster during the season if, due to actions during the season, it is evident that there is a considerable need and it would be in the best interest of the team. Factors to be considered would be # of players, team chemistry, and team needs. If a practice player is to join a team late in the season as a team player...

- The player fees will be prorated based on the # of tournaments remaining on the schedule
- The first payment must be received prior to the player participating in their first tournament and the player's final payment must be received prior to the team's last tournament

- Previous payments made will not be credited towards fees owed unless the team has yet to participate in a tournament

Player Movement

Active players from one FSJ team may be added to the roster of another FSJ team in order to participate in an upcoming tournament as long as all of the following criteria are met:

- A) the player's assigned team is not competing during that same weekend
- B) the coach of the player's assigned FSJ team has to be notified in advance to the player participating with another FSJ team
- C) The borrowing team is able to show there is a legitimate need to add the additional player due to lack of players for that upcoming tournament. The added player should fill a need and not adversely affect the position or playing time of a player already on the roster.
- D) prior approval from the VP of Club Development and the Club Director and the registrar is contacted.

Following the conclusion of the regular season players may be invited to join a roster of a team that has qualified for the USAV National tournament. Players may be added for competition or practice-only purposes. The following criteria must be met before players can be invited to join a team bound for Nationals:

- A) the player's originally assigned team's season has officially concluded
- B) there is no further possibility that the player's originally assigned team could receive a bid to Nationals (example: trickle down bid allocation)
- C) the parents of the player(s) to be added understand playing time is not guaranteed at the National tournament
- D) acknowledgement (not consent) from the existing team parents that players are to be added to the roster
- E) approval from the club BOD
- F) players being added for practice-only purposes only need to meet criteria (a) and (b)
- G) Only players that participated on FSJ teams that season can be added to the team's active roster in order to compete at Nationals.
- H) Exceptions can be made by the BOD in special circumstances where there are no other teams in that age group, or the one immediately below, to pull from.

During the season situations may arise where it would be beneficial to the club and teams to move a player(s) from one team to another on a permanent basis. If the situation warrants that a player needs to be moved during the season, the decision will be made by the BOD. Players

may be moved to a team within the age group or potentially to an older age group (player fees and payment schedules will not be increased for players that move teams' mid-season).

The BOD reserves the right to add additional players to teams after team selections have been made for competitive purposes given one of the following circumstances:

- a player contacts the BOD prior to a team's first tournament
- a team has been subjected to a shortage of players on the roster due to injuries or loss of players. The BOD may elect to add a player(s) for specific tournaments only in which a team may be short players

If a player is to join a team in mid-season...

- the player fees will be prorated based on the # of tournaments remaining on the schedule
- the first payment must be received prior to the player participating in their first tournament and the player's final payment must be received prior to the team's last tournament

Social Media & Electronic Communications

Purpose

FSJ recognizes the prevalence of electronic communication and social media in today's world. Many of our athletes use these means as their primary method of communication. While FSJ acknowledges the value of these methods of communication, the Club also realizes that there are associated risks that must be considered when adults use these methods to communicate with minors.

General Content

All communications between a coach or other adult associated with FSJ and an athlete must be professional in nature and for the purpose of communicating information about team activities. The content and intent of all electronic communications must adhere to the USA Volleyball Code of Conduct.

For example, as with any communication between an adult coach and an athlete, electronic communication should not contain or relate to any of the following:

- Drugs or alcohol use
- Sexually-oriented conversation; sexually explicit language, sexual activity or inappropriate pictures

- The adult's personal life, social activities, relationship or family issues, or personal matters

Whether one is an athlete, coach, board member or parent, the guiding principle to always use in communication is to ask: "Is this something you would be comfortable saying out loud to the intended recipient of your communication in front of the intended recipient's parents, the coaching staff, the board or other athletes?" **All communication** between coaches and athletes needs to be Transparent, Accessible and Professional.

Transparent: All electronic communication between coaches and athletes should be transparent. Your communication should not only be clear and direct, but also free of hidden meanings, innuendo and expectations.

Accessible: All electronic communication between coaches and athletes should be considered a matter of record and part of the Club's records. When communicating electronically with an athlete; coaches are to include another coach or parent in the communication so there is no question regarding accessibility.

Professional: All electronic communication between a coach and an athlete should be conducted professionally as a representative of the Club. This includes word choice, tone, grammar and subject matter that model the standards and integrity of a staff member.

Facebook, Twitter, Instagram, Snapchat, Tik Tok, Blogs and similar sites and apps

Coaches are not permitted to have any athlete or member of the club join their personal pages as a "friend" or "follow" one another's pages and accounts. Coaches and athletes are not permitted to private or direct message each other individually or privately through apps or social media sites to where the communication is one-to-one.

Team pages on Facebook or other group apps are an efficient, convenient and acceptable means of communication so long as the messages and dialogue are broadcast to all of the parents and/or all of the team players simultaneously. Again, no one-on-one communication between coach and player is to take place.

Coaches and parents are encouraged to explain these guidelines to their athletes so the players are aware of what coaches can and cannot do regarding communication

Texting, Groupme or other similar communication apps

Subject to the general guidelines mentioned above, communication is allowed between coaches and athletes during the hours from 7am until 10pm. Texting shall only be used for the purpose of communicating information directly related to team activities. When communicating with an

athlete through text, Groupme or other similar communication apps; a parent, another coach or the entire team must also be included.

Email

Athletes, parents and coaches may use email to communicate. When communicating with an athlete through email; a parent, another coach or a board member must also be copied.

Request to Discontinue All Electronic Communications

The parents or guardians of an athlete may request in writing to the BOD that their child not be contacted by coaches through any form of electronic communications. Immediate compliance without repercussion must be granted.

Misconduct

Social media and electronic communications can be used to commit misconduct (e.g. emotional, sexual, bullying, harassment and hazing). Such communications by coaches, staff, volunteers, administrators, officials, parents or athletes will not be tolerated and are considered violations of our Code of Conduct policies as well as the USAV SafeSport Handbook.

Violations

Violations of the Club's social media and Electronic Communications Policy should be reported to your coach or a member of the BOD or the Regional SafeSport Contact for evaluation. Complaints and allegations will be addressed following the appropriate procedure.

A USA Volleyball participant or parent of a participant who violates this policy is subject to appropriate disciplinary action, including but not limited to: suspension, permanent suspension and/or referral to law enforcement authorities.

As a USAV member organization, matters not specifically addressed in the club's bylaws or policies will be adhered to according to the USAV SafeSport Handbook.

ADDENDUMS

Addendum I – Inclement Weather Policy

Our region is susceptible to snow, freezing rain and tornadoes during certain times of the year and the club volleyball season. The canceling of practices due to weather will be determined no later than 3pm on the day practices are scheduled and the members will be notified via the FSJ website and Facebook page. The decision to close the gym will be made by the Club Director after consulting with two or more members of the BOD. If the Club Director is not accessible during the time a decision needs to be made, then the VP of Club Development will be authorized to make the decision following the same protocol. The decision to continue or cancel school by the Fort Smith School System that same day will have no bearing on the club's decision.

FSJ recognizes that many of our members live in outlying areas and road conditions may not be consistent throughout the entire region. If the determination is made NOT to cancel practices, but parents feel that road conditions in their immediate area are not conducive to their personal safety, then the player will be excused from any team activities scheduled to take place at the FSJ facility. However, the player must notify the coach of why they will not be able to attend the team activity.

Individual coaches may elect to schedule make-up practices at an alternative time due to lost practices caused by weather.

Tournaments do not get canceled for weather and all should expect to play.

Addendum II - Lesson Policy

Private lessons can be an integral part of a successful volleyball program. Coaches, players and/or adults will be allowed to provide lessons to players in accordance with the following policy. FSJ reserves the right to terminate permission to conduct lessons if any of these rules below are violated. Currently, any coach that is being paid as a regular season coach can provide unlimited lessons. If the coach/player and/or adult is not a current regular season coach, the board has voted to allow 5 court rentals per week to perform lessons. **As of September 1**, coaches are no longer allowed to give private lessons to players in their age group they are coaching for the new season.

In Season defined as beginning with tryouts thru that time when all teams, except the Elite/National Teams still playing in qualifiers, have completed their season.

Players-

In Season – Only FSJ members may take lessons in the FSJ facility. This includes Friday Night League members.

Out of Season – Non-FSJ members may take lessons. This is based around recruiting for the future.

Coaches –

In Season – Priority given to FSJ coaches currently coaching a team as head or assistant coach. This could include, with board approval, a coach that has coached for us in the past but can't during the current season due to current life details. For example, the UAFS players that have coached previously and could not coach this past season due to the spring UAFS volleyball season. All lesson givers must be current USAV members with Background Screening and Safesport completed. Must be a member of FSJ.

Out of Season- People who might coach for us in the future can be allowed to give lessons if they are needed. ***They must still be current USAV members with Background Screening and Safesport completed PLUS become an FSJ member.*** This means no coach belonging to a different club could come use our courts to give lessons unless they were going to switch to FSJ the following season and did so at this time.

In addition to the coach providing the lesson, there should be a **parent or guardian** present at the court while the lesson is taking place.

The club shall be paid for use of the court for private lessons or coaching by the lesson provider. Contact the FSJ Club Manager for the current court fee schedule.

Coaches are required to schedule a court time with the club representative via email/phone/text before lessons are to be performed. As a courtesy to the Club Administrator and to guarantee an open court, lesson providers should contact the Club Administrator ***more than 24 hours in advance*** of the desired lesson time. If the player(s) or the lesson provider doesn't show up to a previously scheduled lesson, ***the court fee will still be required to be paid unless canceled within 24 hours*** by providing notice to the Club Administrator via text or email

Payment for the court fee is due immediately before the lesson. Payment is to be made in the purple box in the envelopes provided or paid via Venmo app to the FSJ account. Please list your name, time and date of lesson, player(s), and amount paid on the envelope. If fees are not paid immediately, please complete the envelope, note the reason why payment is not enclosed, and arrangements to pay.

Failure to abide by these policies may result in suspension of use of the FSJ facility.

_____ Coach

_____ Date

Addendum III – Codes of Conduct

Parent Code of Conduct

Parents must abide by the FSJ Club Policies and must observe and adhere to the following FSJ Code of Conduct Policy:

As a Parent...

- I will encourage and support my child's desire to play his/her chosen sport but will not pressure him/her into participating. Furthermore, I will not place unreasonable expectations on my child. I understand that children participate in sports for their enjoyment.
- I will strive to become knowledgeable about the rules of the game, the cooperative nature of the game and support the coaches' and officials' decisions during matches.
- I will remember that the game is fun and that the coaches do the coaching and the officials do the officiating. I will remain in the spectator areas during all games and not embarrass my child by yelling at players, other fans, coaches, scorekeepers or officials.
- I will support and promote fair play by encouraging my child to play by the rules. I will model good sportsmanship to my child by applauding a good effort by both teams in victory and defeat; respecting players, coaches, and officials.
- I will demand that my child treat other players, coaches, officials and spectators with respect regardless of race, creed, color, sex or ability.
- I will remember that "wins" are based on my child's effort, development, performance, becoming a better teammate and learning to play the game to the best of their abilities.
- I will recognize the importance of youth coaches and will take the time to attend team meetings to get to know my child's coach's philosophy, expectations, and guidelines. I will communicate with my child's coaches and support them. I will not yell instructions to my child from the sidelines or give my child instructions counter to those of the coach.
- I will not approach my child's coach during a practice, match or tournament to discuss "playing time" or any related matter as to how the team is currently performing.
- I will teach my child sportsmanship, how to deal with success, failure and adversity, and to support my child's development in the game.
- I understand that physical or verbal intimidation of any individual is unacceptable behavior.
- I will honor the rules of the host club and the host facility.
- I will honor the financial commitments and player fee payment schedules

- I will attend all volleyball events alcohol and drug free
- I will follow the FSJ Grievance Policy.

I have read and understood the principles stated above that were put forth by the Fort Smith Juniors. I agree to abide by those principles with the understanding that if I fail to do so I will be subject to disciplinary action that could include any or all of the following in an effort to help me understand them more thoroughly:

- A) Warning - admonition against a repeat violation.
- B) Suspension – removal of eligibility for participation in events, programs, and activities of the club for the period of time designated by the BOD.
- C) Expulsion/Disqualification – removal of eligibility for participation in future club events, programs, and activities.

Parent Signature

Date

Parent Name (Printed)

Player Name and Team

Please retain this copy for your records and to review

Player Code of Conduct

FSJ players will display proper respect and sportsmanship toward coaches, officials, administrators, teammates, fellow competitors and the public at all times.

Team members are reminded that when competing in tournaments, traveling on trips and attending other club-related functions, they are representing both themselves and FSJ. Athlete behavior must positively reflect the high standards of our club. Players will refrain from inappropriate physical contact at team activities. Players will refrain from the use of inappropriate language. Players will refrain from any illegal or inappropriate behavior that would detract from a positive image of the team or club, or be detrimental to its mission objectives. The possession or use of alcohol or tobacco products by any athlete is strictly prohibited. The possession, use or sale/distribution of any controlled or illegal substance or any form of weapon is strictly forbidden.

Failure to comply with the Player Code of Conduct Policy as set forth in this document may result in disciplinary action taken by the BOD. Such discipline could result in any or all of the following disciplinary actions:

- **Warning** - admonition against a repeat violation.
- **Probation** – a warning that further violation of the policies and procedures within a specified period of time might result in additional disciplinary action.
- **Suspension** – removal of eligibility for participation in events, programs, and activities of the club for the period of time designated by the Adjudication Authority.
- **Expulsion/Disqualification** – removal of eligibility for participation in the club future club events, programs, and activities.

If actions that violate the Player Code of Conduct occur during a practice or a tournament, FSJ coaches are instructed to temporarily disqualify a player from the remainder of the practice or tournament in which the violation occurred. The club BOD will then discuss at a later date what additional disciplinary actions, if any, need to be taken.

Coaches Code of Conduct

In a continuing effort to promote safe, healthy and ethical communication, relationships and treatment of all players, each coach or assistant coach must read, accept and submit this expected Code of Conduct before they are eligible to actively coach for FSJ.

- Coaches shall understand the unique power of a coach-athlete relationship. Coaches and all shall not exploit athletes and shall avoid any relationships which could compromise the integrity of the learning and participation process, impair their professional judgment and/or take advantage of a situation for their own personal gain or gratification.
- Coaches must be positive role models. This includes being courteous, respectful and polite to players, parents, other coaches, club directors, event personnel and officials, as well as refraining from the use of inappropriate language.
- Coaches will not engage in any physical, verbal or emotional harassment, abusive words or actions, or coercion of athletes.
- Coaches must understand that all forms of sexual abuse, assault or harassment of an athlete are unethical and illegal even when an athlete invites or consents to such behavior or involvement. Club personnel shall not engage in sexual/romantic relationships with current athletes or other participants over whom there is/was authority.
- Coaches shall ensure that all individuals have met all Delta Region Volleyball Association and USA Volleyball membership requirements prior to participation in any club, team and/or Region/National USA Volleyball activity.
- Coaches may not participate in, require another individual to participate in, or condone any act considered to be illegal under federal, state or local laws and/or ordinances.
- Coaches shall strive to educate their athletes and personnel to respect, honor and adhere to the rules of the facility being used during practices, tournaments or events. In this regard, the rules of the facility shall have priority over the rules of the Regional Volleyball Association.
- Coaches shall ensure that all activities are suitable for the age, experience and ability of their athletes.
- Coaches shall seek professional medical advice when making decisions regarding an injured athlete's ability to continue training or playing.

- Coaches shall not supply or condone the use of drugs, alcohol, tobacco, fireworks, ammunition, firearms, knives or any item or material that can be used as a weapon, to any athletes and shall report any athlete using or in the possession of the same.
- Coaches shall not allow, encourage, condone or require any behavior that threatens an athlete’s amateur status or USA Volleyball, school and/or collegiate eligibility.
- A head coach, registered chaperone or adult club representative must be present during team-supervised practices and competitions. This individual is responsible for the physical, moral, legal and ethical well-being for each participant during team/club activities. The coach, chaperone or adult representative is not responsible for the athletes’ transportation and travel, but they are responsible for ensuring each athlete is not left unsupervised or left alone at a team/club activity.
- Coaches shall maintain all relationships with other club personnel on a professional and confidential basis.
- Coaches shall, while serving in a professional capacity, avoid any drug, tobacco or alcohol use while in the presence of athletes.
- All coaches will immediately report any suspected case of illegal activity, abuse, assault, harassment, or ethical violations of this club personnel code of ethics to the appropriate authorities, including Regional Volleyball Administrators.

Failure to comply with the Coaches Code of Conduct Policy as set forth in this document may result in disciplinary action taken by the BOD. Could result in any or all of the following disciplinary actions:

- **Warning** - admonition against a repeat violation.
- **Suspension** – removal of eligibility for participation in events, programs, and activities of the club for the period of time designated by the Adjudication Authority.
- **Expulsion/Disqualification** – removal of eligibility for participation in the club future club events, programs, and activities.
- Recommended Lifetime ban of all USA Volleyball Activities

I acknowledge that I have read, understand and agree to abide by the statements in the FSJ Coaches Code of Conduct policy.

Applicant Signature

Print Name

Date

Addendum IV - Grievances

FSJ has prescribed Grievance Procedures for both parents and coaches. All parents, coaches and athletes are required to follow these procedures at all times. Failure to follow the grievance procedures and its content could result in the prescribed disciplinary actions by the FSJ Board of Directors.

Parent Grievance Procedure

If a player has questions about their specific role on the team or how they can earn more playing time, the player is encouraged to talk to the coach directly. It is recommended that these discussions take place following a practice, not during a practice or while the team is participating in a tournament.

If a parent approaches a coach during a tournament, coaches are instructed to refuse discussion of any controversial matter and to walk away from the parent. The recommended time for a parent to talk to a coach about a problem is a previously arranged meeting time at least one day after the conclusion of a tournament in which the team participated. Parents that approach coaches during tournaments and initiate a heated exchange in a public setting will be subjected to disciplinary action by the club.

If parents have an issue that they feel is having an adverse impact on their child or the team that they would like to discuss that is specific to their own athlete, we encourage them to first talk to the coach. Issues could include, but are not limited to, bullying, improper or inappropriate language, failures to adhere to team or club policies, etc.

Coaches are under no obligation to discuss "coaching decisions" with parents. "Coaching decisions" include, among other things, specific match decisions (who played when, who was subbed out and when, etc.). The amount of time any given athlete is on the court is the result of a complex determination, in that coach's opinion, of the athlete's ability, the athlete's potential, the athlete's position, the team's needs at the moment, and the team's needs in the future. The coach will not be required to defend his /her thought process or conclusions in these determinations, and it is improper for a parent to request it. Parents are encouraged to ask about rules of the game or for guidance as to how they can help their player improve.

If a parent, has concerns about a coach, their actions or rules, the procedures to follow are, in this order:

1. If the issue involves the athlete, then “the athlete” should speak to or meet with the coach about the matter. Any individual meeting should be held in accordance with the recommendations of the USAV SafeSport handbook; individual meetings between a coach and a player must be held in public settings or with additional adults present. If the matter remains unresolved, then...
2. The parent(s) should schedule a time to meet with the coach to discuss the matter. Meetings should take place at a preset meeting time other than at tournaments. In some scenarios it may be a simple matter of the coach not recognizing an unintended, but adverse impact they were having on a player and the coach will be appreciative of being made aware of the situation. If the matter remains unresolved, or if the parent(s) has reasonable concern that speaking to the coach will not resolve the matter, then...
3. The parent should complete a grievance form found on the FSJ website and send it to any member of the Board of Directors. Upon receipt of the form, the Board of Directors will form a committee of at least two (2) board members, one of which will be the VP of Club Development, and set a meeting with the parent to discuss the issue. The committee will then relay all information onto the coach with an expectation of how to proceed moving forward. If the matter remains unresolved, then...
4. If, as a last resort, the parent feels the matter has not been remedied, the parent may then ask for a meeting with the Board of Directors. This request must be made, in writing, to the VP of Club Development or the Club Director and will take place at the next scheduled monthly board meeting or, if the BOD feels the situation calls for it, the meeting will take place at the BOD’s earliest convenience. The board will then follow due process as stated in the Fort Smith Junior’s By-Laws and then decide if any action needs to be taken regarding the matter.

Failure to comply with the Grievance Procedure could result in any or all of the following disciplinary actions:

- A. **Warning** - admonition against a repeat violation.
- B. **Probation** – a warning that further violation of the policies and procedures within a specified period of time might result in additional disciplinary action.
- C. **Suspension** – removal of eligibility for participation in events, programs, and activities of the club for the period of time designated by the Adjudication Authority.
- D. **Expulsion/Disqualification** – removal of eligibility for participation in the club future club events, programs, and activities.

It is inappropriate for an athlete or a parent to approach other FSJ members about a problem the athlete or parents may be having with an FSJ coach while the grievance procedures are in process. Asking uninvolved persons to take sides in an issue is unfair to the third party and to

the Club. Competitive team athletics, by its very nature, creates situations where not everyone may be happy all the time. For the psychological health of the teams and the Club as a whole, grievances need to be handled between the parties involved and the decision-makers in the situation.

Any member who is approached and asked to listen to or express an opinion about matters between two other parties in the Club is strongly encouraged to refer the complaining party to take the matter up in the prescribed grievance manner. Repetitive complaining by the athlete(s) or other third parties that interferes with the Club's efforts to pursue its stated mission and purpose may cause, in the sole determination of the Club, to suspend or disqualify a member from the club.

Coaches Grievance Procedure

FSJ club coaches should talk directly to the athlete when there is an issue that is having, or could potentially have, a negative impact on the team. The appropriate attitude is for the coach to discuss with the athlete what the concerns are from the coach's perspective. If the athlete is unable to discuss the problem in a productive manner, the conversation should be delayed until the athlete is ready to do so. Parents can best help their athlete by helping her set goals to achieve resolution to the issues presented by the coach. Coaches should assist in the goal setting process.

If, after the discussion with the athlete takes place, the desired outcome is not met, the coach may ask for a face to face meeting with the parent and/or athlete together. Said meeting will take place in a public location. The coach may ask the VP of Club Development to attend the meeting. Said meeting content will be only to set goals for a resolution to the issues that the coach has presented.

In addition, we instruct coaches not to discuss any athlete other than the parent's own, or the actions of any other Fort Smith Juniors coach. The discussion should remain relevant to the specific issue(s) and be solution based in nature.

If a Fort Smith Juniors volleyball coach has concerns about an issue regarding a player or a player's parent, the procedures to follow are:

1. (If the issue the coach is having has to do with only the parent and does not apply to the player, then proceed to step 2)

The coach should speak to or meet with the athlete about the matter. Each coach may have additional policies for their teams. Coaches are encouraged to inform the team of these additional policies at the start of the season and remain consistent throughout the entire season. Each athlete and parent is expected to respect the coach's policies and

club policies. If the matter remains unresolved, or if the coach has reasonable concern that speaking to the athlete will not resolve the matter, then...

2. The coach should speak to or meet with the parent. The coach will schedule a time to meet with either the parent and athlete together or just the parent(s). Meetings are to be at times and locations other than tournaments. The recommended time for a coach to talk to a parent about an issue is a previously arranged meeting time either before or immediately after a scheduled practice. If the matter remains unresolved, then...
3. The coach may then discuss the issue with the VP of Club Development. The VP may ask the coach to put the issues in writing. The VP may then schedule a meeting with the parent to discuss the matter further. The VP of Club Development may ask the coach and/or athlete to be present as well. The meeting should be prearranged and not scheduled during a practice and at least one day after the conclusion of a tournament in which the team participated.
4. If the matter is not resolved after said meeting has occurred, then the matter will be taken to the Board of Directors via the VP of Club Development. The board may then ask for the parent to attend a meeting with the board, or a few BOD members, concerning the matter. The BOD may also ask that the coach and/or player attend the meeting. IF the BOD finds that action is warranted, the board may utilize the following disciplinary measures for their decisions:
 - A) **Warning** – admonition against a repeat violation.
 - B) **Suspension** - removal of eligibility for participation in events, programs and activities of the club for the period of time designated by the BOD.
 - C) **Expulsion/Disqualification** - removal of eligibility for participation in club events, programs and activities.

Depending on the severity of the circumstances, the above disciplinary actions do not necessarily have to follow chronologically. Additionally, the above actions may also be taken against parents or family members of the player if the BOD determines they are contributing to the issue of concern.

It is inappropriate for a coach to approach other FSJ members about a problem the coach is having with an FSJ parent or athlete. The coach should keep the issue within the proper channels meaning only speak to the Director or VP of Club Development. Asking uninvolved persons to take sides in an issue is unfair to the third party and to the Club. Competitive team athletics, by its very nature, creates situations where everyone may not be happy all the time. For the psychological health of the teams and the Club as a whole, grievances need to be handled between the parties involved and the decision-makers in the situation. Any member who is approached and asked to listen to or express an opinion about matters between two other parties in the Club is strongly encouraged to refer the complaining party to take the matter up in the prescribed grievance manner. Repetitive complaining by the athlete(s) or other

third parties that interferes with the Club's efforts to pursue its stated pledge and purpose may be cause, in the sole determination of the Club, to ask a member to resign

Addendum V – Reduced Fee Program

FSJ provides some financial assistance in order to help more local athletes participate in competitive volleyball in a club environment, whereby they are teamed with their peers from surrounding communities, to create a positive experience, which will enable them to further their volleyball careers.

Applications are located on the FSJ Website or can be requested from the Treasurer at treasurerfortsmithjuniors@gmail.com. Application forms and tax return information to be returned to:

- (1) Email to treasurerfortsmithjuniors@gmail.com (Preferred)
- (2) Mail to FSJ, P.O. Box 10496 Fort Smith, AR 72917
- (3) Drop off at the building and placed in the purple box.

Note: Please don't give forms or support to the coach or chaperone. Incomplete applications will not be processed (Form needs to be completed, signed and tax returns are required to be attached as support).

GUIDELINES

1. Players must join Fort Smith Juniors Volleyball Club; they must attend the scheduled tryout and be placed on a team.
2. The number of applicants and the available funds will determine the program limitations. If the number of applications depletes the available funds, the program will be limited and funds will be awarded on a first come first served basis.
3. The program will be based on financial need, not athletic ability. Financial need is determined by submitting previous calendar year tax returns. If parents are divorced, then the tax return for the parent with which the player resides may be utilized to determine eligibility. If a parent can show that husband and wife have separated/filed for divorce during the current year, then financial status may be taken into consideration of the single parent.
4. Parents or Legal Guardian must apply and meet the requirements as set forth herein and receive approval from the program committee.

5. The player will be encouraged to utilize fundraisers.
6. All players must contribute through family members, relatives or friends the required volunteer Setup and Tear down for the Battle at the Fort volleyball tournament.
7. Provided the player's family meet the above criteria, FSJ will apply the percentage amount (which will be defined upon acceptance into the program) to the player's account, which will be placed in that player's team fund.
8. If a member fails to meet the obligations as outlined herein, FSJ will not be required to contribute any funds to a players account. If a player's account is not paid in full by the end of the season, that player will not be allowed to participate the following season, until their fees are paid in full.
9. At the sole discretion of FSJ Board of Directors, the guidelines as stated herein may be updated or restructured.

PROGRAM INCOME WORKSHEET
(Updated annually based on the Federal Eligibility Income Chart for School Year)

2024 – 2025 Fund Amount:		\$5,000				
Information from most recent tax return						
Family Size Per Return						
Gross Family Income	2	3	4	5		
\$27861	50%	50%	50%	50%		
\$37814	40%	50%	50%	50%		
\$47767	30%	40%	50%	50%		
\$57720	20%	30%	40%	50%		
Percentage represents benefit level as a % of fees						

AT NO TIME WILL ANY MONEY BE GIVEN DIRECTLY TO THE PLAYER, PLAYER'S FAMILY, OR LEGAL GUARDIAN. ALL MONIES EARNED THROUGH FUND RAISING OR CONTRIBUTED WILL BE APPLIED

TO THE PLAYERS ACCOUNT AS FEES DUE TO FORT SMITH JUNIORS VOLLEYBALL CLUB FOR THAT SEASON.