



Operations Guide 2016



OFFICIAL MEMBER



**U.S. SOCCER
DEVELOPMENT
ACADEMY MEMBER**

North Carolina Fusion Operations Guide

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WELCOME to North Carolina **Fusion!**

You are now embarking on a collective journey, as you join your team mates, coaches, administration and many alumni and supporters in pursuit of athletic excellence.

Passion for NC Fusion and passion for the game of soccer run high in this club. The challenges of competing at the level required in the U.S Soccer Development Academy/ Elite Clubs National League and NCYS Premier League are formidable and exciting. Coupled with those challenges will be the academic demands that you will fulfill as a High School/Middle school student. The opportunities you will have for personal growth, character building, intellectual expansion, and athletic capacity during your NC Fusion career are unlimited.

In this challenging environment you will be surrounded with resources that assist, support, encourage and enable your success. Your team mates, coaches, supporting staff and parents are your greatest allies.

Ultimately your inner strength and commitment to growth and meeting challenges will define your NC Fusion career. What will your contribution be during your NC Fusion career? How will you represent yourself as a member of the team and this elite soccer club? In what ways will you invest in your soccer development? When you look back after time at the club, what would you like to see?

We welcome you with excitement and energy! Congratulations on the beginning of a fantastic journey. You have unlimited potential to experience any achievement that you envision, and so too, does our club.

Go Fusion!

What is NC Soccer Fusion?

NC Soccer Fusion (Fusion) is an umbrella organization between Twin City Youth Soccer Association and Greensboro United. It is designed to benefit the advanced youth players in the Triad and functions from U14-U18 for Girls, and starting in 2016-17 season U12- U18 for Boys. The two clubs formed the NC Fusion to provide a clear soccer pathway for our players. We share the same ideals, commitments and philosophy.

Mission Statement

The aim of North Carolina Soccer Fusion is to provide a professional learning environment for highly committed elite players, of the Triad and its surrounding areas, to develop their individual skills and techniques to highest possible standard. . This will prepare them for the physical, mental and emotional complexities of the modern game of soccer and allow them to compete both regionally and nationally. We also want our players to be thoroughly prepared to progress to the next level.

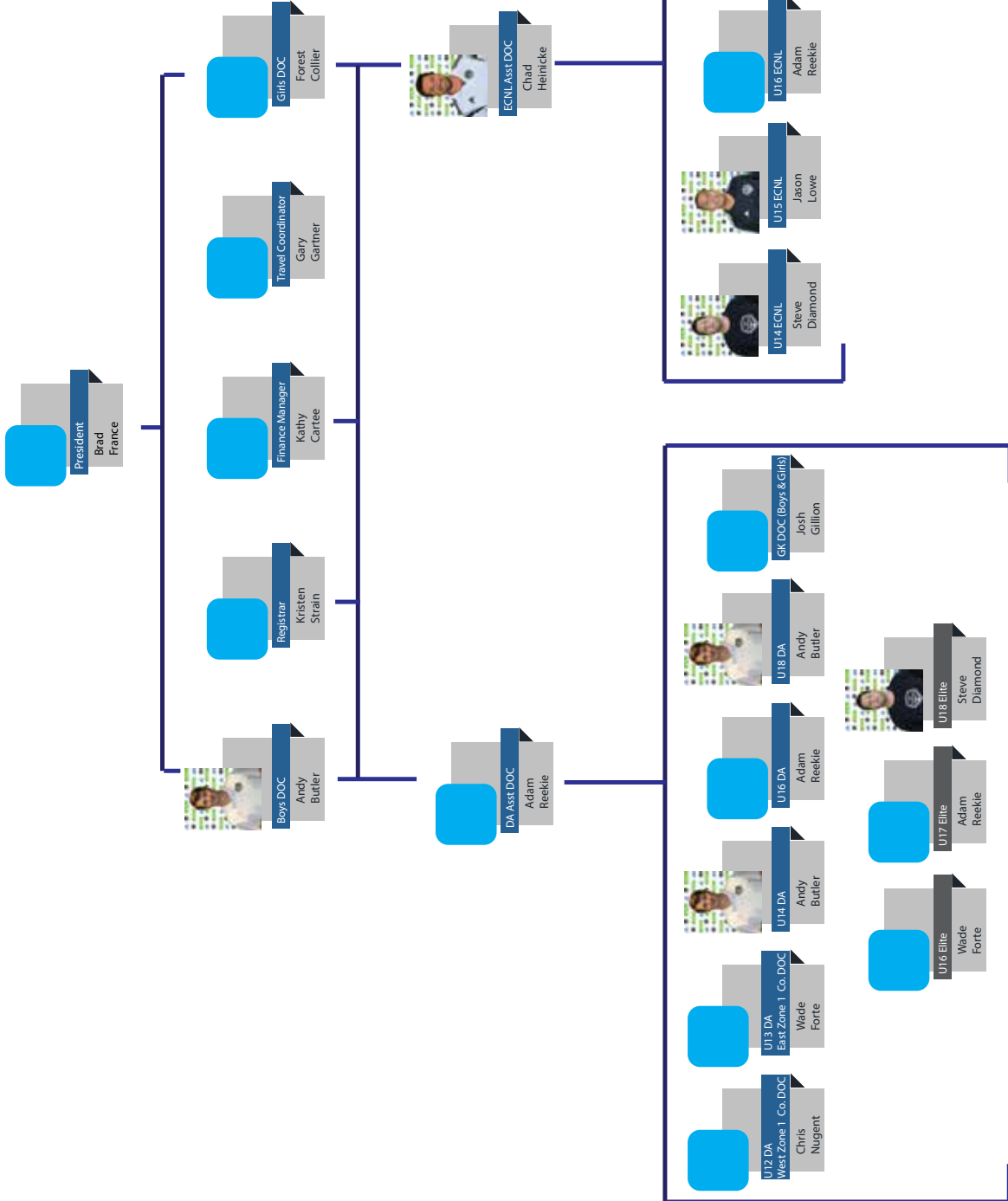
To help promote this progression we will focus on the following critical areas:

- Technical and Tactical Awareness
- Speed, Agility and Quickness Training
- Strength, Core and Flexibility Training
- Match and Video Analysis
- Sports Nutrition Education
- College Pathway Program and Support
- Sports Psychology and Leadership

The coaching staff will take a holistic view to development of the individual. Equal emphasis will be put on the following areas:

- Technical
- Tactical development
- Physical development
- Psycho-social development

Coaches are aware that all four corners of development are interconnected and that every player is different and will develop at a different rate in each area.



Club Contacts

Name	Position	Area of Focus	Email	Phone
Brad France	President		bgfrance@yahoo.com	336 471-4185
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FUSION PLAYER PATHWAY

U.S. National Team



Major League Soccer



National Women's Soccer League



Collegiate Team



Carolina Dynamo



U.S. Academy (boys) u12 - u18 ECNL (girls) u14 - u19



Fusion Elite (boys)

u11 - u18



Classic (Home Team)

u11 - u18



Select (Home Team)

u11 - u18



Junior Academy (Home Team) u8 - u10



Recreational (Home Team)

u4 - u16



ATTRIBUTES OF A NC Fusion Coach

'A child's life is like a piece of paper on which everyone who passes leaves an impression'- Chinese Proverb

Committed to the development of the individual player and person.
People who see themselves as educators, not just coaches.
Enthusiastic and open minded.
Committed to excellent in their players and their sport.
Professional and organised.
Committed to the development of the player-coach relationship as it forms.
Honest and strong in character.
Good role model.
Adaptable and communicative across all levels: player or parent.

QUALITY ASSURANCE- Players' and Parents' Expectations

All players are entitled to:
Be taught to be a technically proficient player.
Be taught to be decision makers.
Be taught how to deal with problems of the modern game of soccer.
Be a better player than he/she was.
Be given challenges in practices that reflect his/her ability and stage of development.
Be given stimulating and interesting problems to solve in training.
Be treated fairly according to age and development.
Receive honest feedback on progress and development.
Practice and play in a non-threatening and protected environment.
Be given clear and concise honest communication.
Experience the best in youth development in North Carolina.

Our Team Culture

The foundation of our team culture is trust. Trust is built on and off the field, and is vital among staff members, from coach to player, player to coach and from player to player. With trust we will stretch and grow, and thrive in the support of others. Without trust we cannot hope to achieve. Trust is the canvass upon which we paint with our passion, talent, dedication and team work.

We are a learning organization, where each individual feels respected and valued, and encouraged to be their individual best. We have a commitment to “constant and never ending improvement” and we allow each other to succeed, and celebrate successes.

We hold each other accountable – staff, players, each one of us. All players and staff are participating in the results we attain; we are all essential to identifying and resolving deficiencies.

We value open and honest feedback, commitment, and a strong work ethic. We believe that we have everything we need inside of us to achieve and be successful. It is our DAILY responsibility to be resourceful, to find the way to demonstrate our best performance and effort, to seek assistance or be self-aware in order to change what is not working as well as we desire, to contribute to ourselves and our organization in a positive manner.

There is no failure, only feedback. This means that “mistakes” are part of the learning process, and all members of this organization are participating in the improvement and progress of the team. Equally vital to our success is the ability to give quality feedback, and to utilize the feedback for continued growth and improvement. Each of us makes a unique and essential contribution on a daily basis to the ongoing process of mastery.

It is our daily responsibility to self-manage. Understand our own emotions, manage our own emotions, manage our relationships with others, and contribute to the team dynamics in the highest sense. Our personal relationships will not be brought to our team environment. We protect our team environment from outside distractions.

Financial Aid arrangements and any scholarships are a private matter between the Club and individual athletes/families. Family income and circumstances play a large role in finances and are private. We respect the privacy of each athlete and his/her family by refraining from having conversations or making inquiries about finances.

We respect the privacy of our team mates with regard to medical issues, and do not share information about injuries or illness outside of the team. We respect our opponents, spectators, visitors and officials at all times, regardless of their conduct. We value volunteering and mentoring within our community.

Use of Facebook, Snap Chat, Twitter and Other Social Media outlets

With the increase in use of websites such as Facebook and others, there are a number of concerns which are pertinent to soccer clubs such as North Carolina Fusion. These concerns should guide us as we decide how to use such websites as individuals, and also representatives of NC Fusion. The intent of these guidelines and contract is to ensure the well-being of every player on the team, and the integrity of the team and Club itself.

Safety. There are obviously safety concerns with posting photos, information about your activities, whereabouts and schedule for the public to see because public behavior is very unpredictable. Our position as part of NC Fusion draws attention to our conduct and communication. We cannot predict or imagine what the public might construe or create. Please be aware that such web pages and applications are open to complete strangers, so for everyone's protection- do not post.

Well-being and Reputation of the Club. The public, media, NC Fusion administrators, future employers, players and law enforcement entities have open access to much of the content on these websites and people may use or abuse this access. There have been a number of scandals involving university athletic programs, youth and professional soccer clubs caused by individuals who have posted inappropriate material that reflects poorly upon the entire team and program/club. The impact of these actions can jeopardize not only the future of the individual responsible for the posting, but also the future of the team, and the competitive opportunities of the program. Additionally, social media can make future college education and employment vulnerable to suspension and termination.

Because of our concern about this issue, we are asking each player to sign a "contract" to commit to the team and club that he/she will respect the team's/club's reputation, privacy and trust online.

****Please find an example of the full Social Media Contract in the Appendix****

Academics

Academic standards are as important to us at the Fusion as the athletic standards we set on the field. High demands will be put on you from your high school/middle school instructors and your coaches. It is vital that you have effective time management skills in order to excel in the classroom and on the field.

If you need assistance please ask for help, specifically from your high school instructors and parents. There are support staff and people who are tasked with assisting student-athletes with any Academic issues. The Fusion coaching staff will also help, where they can, but ultimately it is your responsibility to manage your academic progress and seek assistance when needed.

Utilize tutors and study sessions at your high school/middle school to support your class work and academic standing.

Please be mindful of school conflicts such as trips, field days and sporting events. Contact the coaching staff in good time, notifying them if you will miss training and/or games. This protocol also includes scheduling any make up test's or exams. Although, academics are a priority, using them to intentionally miss training and/or games is not acceptable.

Attending all classes **AND** attending all training sessions is a priority.

Travel: As part of the United States Soccer Development Academy and Elite Clubs National League you may have to travel to competitions on a week day (Friday). If this is the case, arrangements must be made PRIOR to leaving for NC Fusion events. Meet with professors/teachers as soon as a schedule is available. Excused absences from class for NC Fusion travel with the team will be used with respect. Your first priority will be meeting the expectations of the school. Request their acceptance of your absence, and fulfill your pledge to obtain information missed in lectures/class and required assignments. Development Academy School release letter should be given to teachers as early as possible prior to a travel event. For ECNL School release letter, please email ECNL Director prior to travel event.

Whilst on the road coaches will designate time for study. This will normally take place in the hotel or on the team bus. Make sure you bring all necessary study materials and be proactive in your approach to academics whilst away. Participate in activities or behaviors which do not disturb or disrupt other players. Reflect positively on the Club and your personal integrity while utilizing public space to study, eat or relax.

Training Sessions and Meetings

Training sessions and meetings will be announced and planned in advance. Schedules can change due to unexpected events, please be flexible. Training and meetings are mandatory.

Be 10 minutes early so that you are fully dressed and prepared to begin on time. If you are going to be late please make sure you notify your coach in good time.

Know where the team is gathering, what field we are using (Smith Fields are pre assigned, BB&T Field assignments will be available on the monitor at the clubhouse) , what surface, etc., stay proactive about knowing what, where, when. *IF APPLICABLE* Arrive for treatments at least 30 minutes prior to practice. If academic conflicts arise, make alternative arrangements ahead of time. Have any pre-session treatment or preparation by the Athletic Trainer done so that you are prepared and on time. Your responsibility is to arrange the time and place for any medical treatment from the Trainer in advance of the training session, typically 30 minutes prior. Follow all directions from the Trainer/coaching staff for post session treatments, ice baths, recovery drinks, etc.

Wear your NC Fusion issued training gear – shirts, shorts, socks, shin pads, rain or cold weather gear-if issued. The team will be in the same gear for all events, and all players must be in full team gear unless otherwise stated by the coach. If it is an event that will be determined as ‘casual’ and you can wear other clothing, the staff will let you know.

Be aware and involved with the equipment moving, collecting, counting, etc. Contribute whenever possible toward managing all equipment and balls.

Bring your own water bottle (unless provided by the club). Eat and drink prior to training sessions. All cell phones are to be turned off and put away during all team events, no exceptions! Prepare yourself mentally to be fully involved and engaged in the training session. Be ready to engage fully in the warm up and cool down prior and post training sessions. Be prepared to perform at your highest capacity in the training session. Your obligation to the team and the Club is to be contributing at your maximum capability on a daily basis.

When you have an illness or injury:

It is your responsibility to directly notify the Coach in person, via phone or email as soon as it affects your ability to train or attend meetings. Follow all instructions from the medical/coaching staff. When the team is training, be with the team doing the rehab and exercises that facilitate your recovery. You are excused only when the Trainer/Doctor or Coach prescribes an alternative rehab. If you cannot participate in an activity, you are still required to be with the team at training, meetings and games unless otherwise told by the coaching staff. Your obligation to the team and the Club is to take all available steps for recovery and ongoing health and performance before, during, after and between training sessions.

Travel Policy

Players will travel both locally and nationally including some overnight stays. The cost of transport (flights and/or team bus) for overnight trips and accommodation is included in your fees. However, you will be responsible for any meals and a personal daily allowance should take on such trips. Normally breakfast is included at the hotels we stay in but may not be sufficient for some players. Players will be responsible for proper nutrition and dietary habits during the away trips. A suggested guide for a daily meal budget would be:

Breakfast: \$5-\$10 (Continental Breakfast provided by hotel)

Lunch: \$10

Dinner: \$15

**All players are required to attend team meals unless given permission by coaching staff.

Bring small amounts of cash, or debit card, for other items that you may want to purchase. Carry valuables with caution, especially in away locker rooms. NC Fusion and staff will not be responsible for any loss of money or personal items.

Apparel and Equipment

The team will wear travel apparel while on the road and in public whilst traveling as a team. Every member of the team will represent the Club with character and professionalism while traveling. Coaching staff and captains will determine the travel wear.

Out-of-Town contests

- Teams will travel from the hotel to the fields together.
- Players must be dressed in team attire (set by coaching staff) when departing for games/training/meals/bus/airport.
- Use of hotel swimming pool, Jacuzzi, exercise equipment must be done with permission of the coach.
- Players should not engage in excessive horseplay in hotel, team bus or other public areas.
- Players will not be permitted to leave hotel grounds unless approved by Fusion staff and/or chaperones.
- Players are not permitted to have members of the opposite sex or non-Fusion members in their rooms at any time.
- Players are not allowed to stay in rooms of parents or family members, unless in extreme circumstances (illness) and must be permitted by staff beforehand.
- Players are will not be permitted to travel home from an event with other people unless approved in writing from player's parents/legal guardians.
- All players / parents must have read and signed the NC Fusion Assumption of Risk Form to be permitted to travel with the club out of town. This form can be found at www.ncsoccerfusion.com under policies and forms.
- All ECNL and Academy players are required to travel on group trips with team (bus/plane) unless given permission from staff.
- NC Fusion coaches and chaperones will accompany players on all away trips. Players given permission to leave hotel grounds must do so in groups of 3-4, no player is permitted to leave hotel grounds alone.

PACKING LIST

- Game Jerseys (Home and Away)
- Game Shorts (Home and Away)
- Game socks (Home and Away)

- Shin Guards
- Soccer cleats
- Tape, Medicine (inhalants, Advil, Motrin, etc.)
- Water bottle
- Sandals/flip flops
- Training T-Shirts, shorts, socks
- Casual outfit
- Warm clothes
- Bathing suit (Swimming is only allowed at the discretion/direction of the staff.)
- Personal items (sunscreen, wash bag, toiletries etc.)
- Entertainment items – I-pod, DVDs, video games, books,
- Home work- study material, books, assignments

Bring all items on the pack list including footwear (all surfaces), training apparel, game apparel, cold/rain apparel, and assigned travel apparel and travel bags- if issued.

Curfews will be set by the coaching staff and followed at all away overnight events.

Follow the itinerary and be on time for all meetings, bus departures, meals, and other events. Be prepared that changes may be made to the itinerary and these changes will be stated to you. Be prepared to engage in team activities, meetings, meals, and training sessions while traveling.

Room- mates will be assigned and are not interchangeable.

All buses, hotel rooms, locker rooms, planes or locations that we use during travel will be kept clean and within acceptable appearance and order.

Friends and family time is typically available. Communicate with Staff regarding any meals or activities that would take you away from the hotel, or the team while traveling. Permission must be attained prior and all players must return by the time set. Please make sure parents and family members respect our team boundaries and allow you and the team to focus and prepare for the game(s). This includes coming onto team buses, joining team meals and meetings without permission.

Players who do not travel are to fulfill all training sessions and conditioning workouts provided by Staff during the travel period, unless they are described as optional by Staff or player is injured and not able to perform physical activity determined by Doctor.

Only announced rostered players will travel with the team. Any non- rostered player who decides to attend an away match is responsible for his/her own transportation, meals and housing. They will not be allowed to room with any rostered players. They will not be included in the locker room, on the team bench or in any team activities or meals, unless Staff state otherwise. Non-rostered players are spectators and will be allowed ONLY the same access to the team as spectators.

Treat all people we come in contact with while traveling with extra politeness and courtesy, you are wearing the Club brand and you represent what the team and the club stand for. You do not stop representing the club once we have left the field, hotel or airport. Always on duty!

Team Managers & Chaperones

Team Managers/Chaperones: are unpaid volunteers who help the coach with the administrative and logistical arrangements of the team. Managers/Chaperones are generally parents of players on the team who act as the bridge between the coach, the players and the families. They will be in partnership with their coach, have open communication, follow the coach's decisions and always do what is best for the team. They are part of the coaching staff and will be treated with the same respect.

Nutrition

As an elite player it is YOUR responsibility to make sure a healthy lifestyle is adopted. Eating the correct foods at the correct times and hydrating properly is essential to high performance. The club and coaching staff will provide you with nutritional information and guidelines. You may find that some of your traditional and/or favorite foods are no longer required. Nutrition is yet another area where an elite athlete has to sacrifice. For long term athletic success and performance what you put into your body matters!

College Recruiting

One part of your Player Development Pathway is collegiate soccer. Currently, in the United States this is the most common level after U.S Academy or ECNL. To help prepare players and parents for this NC Fusion staff will provide all players with assistance, support and relevant information on playing college soccer. Also, guidance through the recruiting process. In addition, we expect players to be PROACTIVE and take ownership of their collegiate future.

We require all NC Fusion Academy, Elite and ECNL players in grades 9 and above to create their own account and profile page on our official college recruiting software partner, Soccer Recruits. This will be optional for players in grades 8 and below. This is a relatively easy process and coaching staff will help if needed. We will provide players with a College Futures information guide, in addition to College Recruiting presentations and information on our website.

Below is an example of what your college Soccer Recruits profile page should look like!

The screenshot shows a web browser window displaying a profile for Maria Carter on the Soccer Recruits platform. The profile includes a photo of Maria Carter, her name, position (Midfield), club (SR Elite 2017 Blue), and high school (North Shore High School). A green banner indicates she is a 'CLASS OF 2017'. Below the profile are three video thumbnails: '2015 Highlight Reel' (Nov 18, 2015), 'Tournament Highlights' (May 23, 2015), and '2014 Highlight Reel' (Dec 2, 2014). The page is divided into sections: 'Contact' (address, phone, email, parents), 'Events' (Winter Face-Off, Top 150, East Coast Showcase), 'Soccer Information' (Personal Stats: Position: Midfield, Height: 5'8", Dominant Foot: Left), 'Teams' (SR Elite 2017 Blue, Jersey #: 10), and 'Coach Information' (Joe Smith, Mike Walsh, John Zinser).

REMEMBER: The PLAYER is ultimately accountable for the college process and NOT the parent or the coach.

Extra Benefits

Fusion Issued Apparel and Gear: All items should be treated with respect, and worn with pride. You represent the Club with the logo on your apparel. Keep it clean and neat, and maintain high standards for your personal appearance and conduct when you are wearing NC Fusion gear. Some items will be yours to keep (you purchase from soccer.com) and others may need to be returned at the end of the season. Coaching staff will inform you as to what needs to be returned. Please ask if you are unsure. If you do not produce the required gear in reasonable condition or because it has been lost, ***you will be billed for the replacement cost.***

Uniforms

Players will be required to purchase new uniforms every 2 years (2x year cycle): 2016, 2018, 2020 and so on. ALL players, including rising seniors, must purchase a new uniform in the first year of a new cycle. In the second year, only players new to the club will be required to purchase a new uniform. All returning players may purchase individual items as needed. Please check Fusion website for latest uniform requirements as they may change year to year.

Players are required to have the following:

New Players:

Home Uniform
Away Uniform
Training T-shirt
Fusion Warm up
Fusion Bag
Warm ups

Returning Players:

Home Uniform
Away Uniform
Training T-shirt

Goalkeeper Uniform:

2x GK Jerseys
2x shorts
2x socks

Training Uniforms:

T-shirt, shorts, socks

Squad Numbers

In an effort to prevent duplicate jersey number issues when players are a guest, dual rostered, playing up or move to another team, each team is given a range of numbers to choose from. In the first year of a uniform cycle, each player will be asked to choose 3 numbers within that range. Any tie breakers will be decided based upon the date and time the player submitted their acceptance fee to join the team (i.e. first come, first served). In the second year of a uniform cycle, returning players will keep their jersey number, any players new to the team will select from a range of available numbers. Keeping the same jersey number from year to year is not guaranteed. As with any club or team the selection of your playing number is limited and you may not always get the number you want or like. The staff will do what they can to give you your preferred number but these may not always be possible. ***REMEMBER: your number does not define you as player!***

Home and Away Contests

Pre Match

Arrive in the dressing room 60 minutes before kickoff.

Arrive for treatments (if available) no later than 30 minutes prior to practice or game meeting time. If academic conflicts arise, make alternative arrangements ahead of time. If this option is not available then contact coaching staff in a timely manner.

Dress for match day in designated attire, to be set by the coaching staff.

Be aware each player prepares differently for a contest. Be respectful and sensitive to their pre-match routines. At the same time, participate in the pre match exercise that best prepares you to perform.

Make sure you have all equipment needed to part take in the game: correct footwear, shin pads, uniform, and jewelry removed.

Participant fully mentally and physically in all pre-game warm up routines regardless of status (in starting 11 or substitute)

During and Post Match

Understand and pay attention to pre-match and half time team talks. Know what your job is and what is expected of you regardless of status (starting/substitute). If unclear, approach coaching staff at an appropriate time, and in a professional manner.

Do not interact with friends and family or use cell phones until you are officially dismissed by the coaching staff.

Fulfill any pre/post-match obligations (e.g. mascots, half time events, signing autographs, media interviews etc.) with professionalism and maturity regardless of result, personal performance and/or weather conditions.

When you do not play, or have limited playing time, make sure you partake in a 'fitness maintenance' work out as designed by the coaching staff. If you are suspended from play, know what the coaching staff expects you to do and where you need to be.

Carry out your post-match recovery protocol (with coaching staff or individually) in a professional and committed manner. Post-match recovery is vital to sustaining your ability to compete throughout the season.

Playing Time

DA Boys: U13-18 = minimum 25% starts (over season)

DA Boys U12=minimum 50% playing time (per game)

ECNL Girls: U14-U18 minimum 25% playing time (over season)

**the only two factors that will affect the 'minimum' amount of playing time will be attendance (training or games) and behavior. Playing time over and above the stated 'minimum' will be down to each individual coach. Factors that may have an effect on playing time could be work rate, commitment, fitness, injury, tactics and the opposition

Showcases and Tournaments

Players will be given a minimum of 1 starting opportunity during a showcase event. Additional playing time will be down to the individual coach, however each coach understands the importance of players being given their chance to showcase themselves in front of college coaches and scouts. Therefore, an appropriate amount of playing time will be given. Committed and uncommitted players will be treated the same way when choosing who plays and when. Although, we understand the exposure to college coaches is very

important to uncommitted players we also have a duty to expose all players to college, professional and National Team coaches. In addition, it is important that committed (Verbal or NLI) players be allowed to display their skills in front of their future coaches. Coaches will want to check on their committed players and make sure they are on track for their future roles.

Once you commit, the real work of preparing for college begins. Players need to continue to improve and play in meaningful matches to prepare them for the college level.

Player Positioning

Players will be asked to play in various positions within the team formation. There are many reasons for this, where the coach believes you are most effective (older ages), what is best for the team, tactically better suited and development of individual (particularly at the younger ages-not pigeon holing players too early!). Please make sure you ask your coach when playing in an unfamiliar position or a position you are not comfortable in. Know what they want from you (offensively and defensively). The ability to play in different positions with assurance and confidence (even if you don't like it!) will only benefit you as you progress as a soccer player. It will also make you more marketable for colleges and professional clubs.

Supporting other NC Fusion Teams

In order to foster a greater sense of togetherness and unity players, parents and coaching staff are expected, whenever possible, to support fellow NC Fusion teams. This action is vital in order to develop an "esprit de corps" within the Club.

Locker Rooms and Bench areas

Keep any locker room/bench area we use (home or away) clean and tidy. Be proactive about picking up, cleaning, keeping gear organized, having appropriate messages posted, etc. The locker room/bench area is a reflection of who we are as individuals, a team and as a club. Always put our best foot forward.

Community Programs, Mentoring and Volunteering

Each of us is very fortunate to live, work and play soccer in the Winston-Salem, Greensboro, High Point and surrounding communities. There are many people in nearby places who are not as endowed.

We are also fortunate to have had the experiences and people in our past that have brought us to this point in our soccer careers – both playing and coaching.

As individuals and as club and community, we value the opportunity to share with others who have not experienced the same academic, athletic, or cultural opportunities. We hope to share in such a way to inspire, connect, or contribute to individuals and a better world.

Our community connections program includes initiatives such as reading in classrooms, mentoring and tutoring, soccer specific classes and events, soccer sisters/brothers and more. As part of our contribution we require participation from all players throughout the academic year.

****Coaching staff will inform you of any specific events and opportunities as the year progresses****

Carry out any community commitments with professionalism, enthusiasm, and genuine caring. Dress in agreed upon NC Fusion attire when working in the local community. Remember, you represent the club and the team.

Public Appearances, Community Connections and Fundraising

We may participate in autograph signings, public appearances, fundraising and events that place the NC Fusion program in the public eye. The community holds NC Fusion players in high esteem as role models, success stories, public figures and people of interest. Our club will benefit from a strong connection with fans and supporters. Support for Home matches, sponsorships, fundraising, camps, clinics, scholarship giving, and other contributions will be reflected in the personal connections we make with the community.

Our priorities include: Fusion dress and appearance, people skills to converse and connect with the public, inviting the community to join us at Home matches, camps and clinics, and giving the public a sense of having a personal connection to the people in the NC Fusion teams and club.

Injury & Concussion Protocol

During all Academy and ECNL games an Athletic Trainer will be present for treatment of injuries. In addition some NC Fusion training session will have AT coverage. In the event that an injury occurs when an AT is not present the NC Fusion staff will administer basic first aid and call EMS, depending of the severity of the injury; as per club protocol. For non-life threatening injuries players should inform parents as soon as they get home.

Players should inform their coach of any injury sustained with NC Fusion or otherwise. The health and well-being of all NC Fusion players are our up most importance to the Club. In line with best practice NC Fusion coaching staff of players on younger teams will notify parents and provide advice on next step.

The RICE Method of Acute Injury Treatment

- **Rest:** Rest is vital to protect the injured muscle, tendon, ligament or other tissue from further injury. Avoid putting weight on the injured part. Resting the injured part is important to promote effective healing.
- **Ice:** When icing an injury, choose a cold pack, crushed ice or a bag of frozen peas wrapped in a thin towel to provide cold to the injured area. Cold provides short-term pain relief and also limits swelling by reducing blood flow to the injured area.
- **Compression:** Compression helps limit and reduce swelling, which may delay healing. An easy way to compress the area of the injury is to wrap an ACE bandage around the swollen part. If you feel throbbing, or if the wrap just feels too tight, remove the bandage and re-wrap the area so the bandage is a little looser.
- **Elevation:** Elevating an injury help control swelling. It's most effective when the injured area is raised above the level of the heart

After a day or two of treatment, many sprains, strains or other injuries will begin to heal. But if your pain or swelling does not decrease after 48 hours, make an appointment to see your primary care physician or go to the emergency room, depending upon the severity of your symptoms. Keep your coach up to date on all aspects of your injury. YOU must take responsibility for correct rehabilitation from any injury and keep coaches up to date throughout the recovery process.

Training attendance if injured:

Short term/minor injuries (e.g. sprain, strain, tissue damage etc.) attend ALL training sessions.

Long term/major injuries (e.g. ACL, MCL, compound fracture etc.) once cleared by Doctor attend home location only until ready to return.

Concussion- classed as 'short term' but must follow protocol before returning

Concussion

NC Fusion will follow the Academy protocol (see website) regarding head injuries which is based on international consensus statements (e.g., CISG Prague, Vienna, Zurich) and is consistent with guidelines from the US Centers for Disease Control. Return to Play can only happen when an appropriately trained healthcare professional has provide a written note clearing the player for full-contact play.

Finally

A Covenant is an agreement that binds people together

Sometimes a Covenant is written out in great detail; sometimes it is simply spoken and expressed through action or trust. All teams develop a Covenant over time, through simply being together. But some Covenants are better than others. The Declaration of Independence reverberates with these words:

“We hold these truths to be self-evident: that all men are created equal; that they are endowed by their creator with certain unalienable rights.”

Every team that wants to move toward significance and greatness has to decide what truths it will hold to be self-evident and to get those values circulating throughout the squad.

Let's commit to a Team covenant that:

- Binds us together.
- Creates an equal footing.
- Helps each player shoulder his/her own responsibilities.
- Prescribes terms for the help and support of others.
- Represents the best of values --- cooperation, love, hard work, and total concentration for the good of the team.

**There are only two options regarding the commitment to a Core Covenant.
You're either IN or you're OUT.**

There is no such thing as life in between!

COMPLAINTS PROCEDURE

If a parent has a complaint regarding the coach they should adhere to the following procedure:

- A) Initially discuss the nature of the complaint with the coach (respecting the 24 hour rule).
- B) If this fails to resolve the issue the complaint should be put in writing to Director of Coaching outlining the problem.

The matter will then be resolved through one or all of the following after consultation with Club Director.

- 1) Both parties sitting down, in the company of the Director of Coaching, to discuss the problem.
- 2) The Director of Coaching discussing the issue with the coach directly who will resolve the issue.

If appropriate, disciplinary procedures against the coach will be initiated by the Director of Coaching, in consultation with the Club Director. If Issue is still unresolved a meeting will be set up with a Board member and the parent

Social Media Contract-EXAMPLE

Use of Facebook, Snap Chat, Twitter and Other Social Media

With the increase in use of websites such as Facebook and others, there are a number of concerns which are pertinent to soccer clubs such as North Carolina Soccer Fusion. These concerns should guide us as we decide how to use such websites as individuals, and also representatives of NC Fusion soccer club. The intent of these guidelines and contract is to ensure the well-being of every player on the team, and the integrity of the team itself.

Safety. There are obviously safety concerns with posting photos, information about your activities, whereabouts and schedule for the public to see because public behavior is very unpredictable. Our position as part of NC Fusion draws attention to our conduct and communication. We cannot predict or imagine what the public might construe or create. Please be aware that such web pages and applications are open to complete strangers, so for everyone's protection- do not post.

Well-being and Reputation of the Club. The public, media, NC Fusion administrators, future employers, players and law enforcement entities have open access to much of the content on these websites and people may use or abuse this access. There have been a number of scandals involving university athletic programs, youth and professional soccer clubs caused by individuals who have posted inappropriate material that reflects poorly upon the entire team and program/club. The impact of these actions can jeopardize not only the future of the individual responsible for the posting, but also the future of the team, and the competitive opportunities of the program. Additionally, social media can make future college education and employment vulnerable to suspension and termination.

Because of our concern about this issue, we are asking each player to sign a "contract" to commit to the team and club that he/she will respect the team's/club's reputation, privacy and trust online.

CONTRACT

As part of the NC Fusion Player code of conduct, I _____
Agree to use Facebook, Snap Chat, Instagram, Twitter and other similar media including, for personal use only, and will not post any photos depicting NC Fusion players behaving inappropriately or illegally in any manner. I will refrain from any inappropriate language, including racist, sexist, abusive, bullying or hazing references. I also agree to refrain from publicizing any club members who may be behaving illegally or inappropriately in any manner including consumption of alcohol or presence of alcohol, drugs or any and all associated paraphernalia.

I understand that, by posting photographs or material on these sites or pages that the coaching staff considers inappropriate, I will be subject to immediate suspension from the team, expulsion for the club, and reduction in any financial aid or scholarship (if applicable). I also understand that at any time I may be requested by the coaching staff or administration to log in or otherwise reveal sites or pages under my control.

Signature of Athlete

Date

NC Fusion Coach

Date

Code of Conduct for Parents: EXAMPLE

Parents,

In order for the all NC Fusion teams to achieve success for the individual, it is essential that parents understand and adhere to the following:

- Ensure that their son/daughter is present and on time at training and games.
- Remain in designated areas during coaching and games.
- Refrain from interfering with the coaching of their son/daughter.
- Parents must not coach from the sidelines during matches or training.
- Parents should not criticize their child on any part of the player's game, leave this to the coaches since it may cause confusion and erode the player's confidence.
- Be your child's best fan and support him/her unconditionally. Don't withdraw your love when he/she performs below their standard.
- On transporting your child home, please be supporting and always focus on the positive aspects of his/her game.
- Develop a responsibility in your son/daughter to pack his/her own kit, clean cleats, wear the correct attire and bring along his/her water bottle full of water.
- Respect the facilities at home and at our opponents' grounds.
- Do not criticize your child's coach to your child or other parents; if you are not happy with the coach you should raise the issue with coach.
- Encourage your child to speak with the coach. If your child is having difficulties in training or games, or can't attend training etc. encourage him/her to speak directly to the coaches. This "responsibility taking" is a big part of becoming a mature person. By handling off the field tasks, your child is claiming ownership of all aspects of the game.
- Monitor your child's stress level at home. Keep an eye on the player to make sure that they are handling stress effectively from the various activities of life.
- Monitor eating and sleeping habits. Be sure that your child is eating the correct foods. Players should be in bed at a reasonable hour on the night before a game and early enough on other nights to ensure that adequate rest is being taken.
- Help your child keep his/her priorities correct. He/she needs to maintain a focus on schoolwork, relationships, and other things in life besides soccer.
- Help the young player to focus on the performance and not the result.
- Winning is important, but at this stage of their development not as important as the performance.
- Support all the players in your child's squad/team. Do not criticize any player to your child or other parents.
- Do not criticize the opponents, their parents, coaches or the referee.
- Do not enter the playing area unless invited to by coaching staff.
- Please wait 24 hours after a game or training before contacting the coach to discuss any matter relating to your child.

I understand the consequences if I, or anyone associated with me and/or my son/daughter fail to stand by the commitments and expectations noted above can result in any or all of the following: disciplinary action by North Carolina Soccer Fusion which may result in the temporary or permanent suspension of my attendance at NC Fusion events involving my child, and/or be subject to action by the North Carolina Youth Soccer Association's Discipline and Appeal procedures.

Parent Signature _____

Date _____

Player Code of Conduct: EXAMPLE

- I will conduct myself with professionalism and dignity at all times, both on and off the field and, in addition, adhere to all North Carolina Youth Soccer Association policies and procedures.
- I will be on time and prepared, mentally and physically, to all Club/Team functions and I understand I am responsible for communicating, in advance, any obstacles that would keep me from being punctual/prepared.
- I will adhere to all team dress codes during travel, training, and games.
- I will support and challenge my teammates to be the best they can be, to develop and work to create a positive team atmosphere through effective communication and attitude.
- I will maintain or improve upon the level of fitness that is expected by the coaching staff and which is necessary to be successful and competitive in the USSDA or ECNL (U18-U14 players only).
- I will improve my technical skills and tactical understanding of the game during training sessions and games.
- I will follow the strength training program as laid out and prepared by the coaching staff, and meet prescribed fitness standards (U18-U14 players only).
- I will take the necessary steps to ensure that I can practice and play to the best of my ability, I will take care of my body and utilize the resources available to me including, but not limited to: athletic trainers, nutritional experts, performance enhancement specialist, and strength and conditioning staff (if available).
- I will compete to 100% of my ability on a daily basis to improve myself, my team and my program.
- I will manage my academic schedule to ensure that I do not miss Team commitments.
- I will take care of the North Carolina Soccer Fusion Club and all of its members, and I will reflect a genuine respect for others, a selfless attitude, and an unrelenting pursuit of excellence.
- I understand that my actions can affect the team both positively and negatively and should I fail to act within the best interests of the team, my teammates and I will be held accountable.
- I commit fully to the outlined commitment calendar and operations guide and agree to be present at all scheduled training sessions, league games and college showcases, unless injury or illness prevents me.
- Alcohol, Tobacco and Drugs Policy: Zero Tolerance
- I will refrain from consuming alcohol, tobacco and illegal drugs whilst part of the NC Fusion.

THIS POLICY IS YEAR ROUND!

Failure to abide by the code of conduct can result in: Individual or team fitness, loss/reduction of scholarship/financial aid, suspension or removal from the team.

Player Name: _____

Signature: _____ Date: _____

TEAM MANAGER'S Roles and Responsibilities

The role of the team manager is crucial to the daily operation and organization of the team. You are a valued member of the coaching staff and team.

Responsibilities include but are not limited to:

- Beginning of year planning meeting with the coaching staff to coordinate the season details.
- Tracking player registrations, maintaining accurate team roster, player medical paperwork and passes in a team book that will be onsite at all league games and tournaments.
- Setting up open team communication via text and email with all families (Bonzi)
- Maintaining an accurate contact list for all team members and parents (Bonzi)
- Setting up a season budget with the coach for all costs that need to be collected from families (practice space, leagues and tournaments registration, coach travel, etc.). Let families know the costs and track the payments by player. (Bonzi)
- Schedules for practices and games create master season calendar (Bonzi)
- Team rosters - maintain any needed web site content for league and tournament websites.
- If college coaches are present hand out player profile brochures. Arrange to print more if needed. Keep track of colleges present and send list to coach so players can be aware of which colleges observed their game and follow up.
- Uniforms –making sure players and parents know what is to be wore/brought for training and games.
- Bring First Aid Kit to all games.
- Tracking attendance of players at training and games for the coach - (Bonzi)
- Registration and travel arrangements for leagues and tournaments, including hotel and meals.
- Coordinate needed water, Gatorade, snacks for travel league and tournaments.
- Help coach to check home field for safety prior to game (field safe, goals anchored, corner flags etc.)

Code of Conduct:

A successful team manager is the bridge between the coach, the players and the families. They will be in partnership with their coach, have open communication, follow the coach's decisions and always do what is best for the team.

- A Team Manager will NOT expect that their player/son will get preferential treatment in rostering decisions and play time in games based on their manager position.
- A team manager will NOT be involved in player selection or playing time decisions. Any parents that need to discuss these issues in regards to their son will be directed by the team manager to the coach.
- Any soccer/player issues (rostering questions, play time, injuries) will be discussed immediately with the coach, who will decide on the best course of action and deal directly with the parents.
- The team manager will treat players and parents impartially and equally when sharing information and discussing team matters.
- As a representative of the team, the team manager will NOT gossip about or with any parents or players. This is critical to maintaining the team integrity and setting a good example for our players and parents.
- The team manager will respect the privacy of each player and family with the information that is entrusted to them in the player paperwork.
- Team manager will help to create a professional and player-centred atmosphere on the side lines at games and training sessions. Regulate parent's behaviour on side lines and help them conform to team and club guidelines. Notify coach if any problems regarding parents/supporters behaviour.
- Provide coach with any feedback regarding the possible improvement of all Team operations

I, _____ understand and my role as a NC Fusion Team Manager and will carry out my duties to the best of my ability. I will be proactive and professional in all aspects whilst representing the club. I also understand that failure to carry out the above duties and/or act in a unprofessional manner may result in me being relieved of my duties temporarily and/or permanently.

Signature: _____ Date: _____

Chaperones Roles and Responsibilities

Chaperone: a person who accompanies and looks after another person or group of people.

In order to provide a safe and productive traveling environment NC Fusion work with chaperones, typically parents, to accompany the team on away trips. Chaperones are a vital part of our away game contests and we value you and your role within the team. As a chaperone you will be treated with the same respect as a member of the coaching staff and your efforts and input are valued. Your role is to assist the team and coach in all logistical aspects and allow for a smooth and efficient trip. Feedback to coaching staff is appreciated but please allow the coaches to do their job. The coach will be responsible for: meal times, nutrition, arrival and departure times, curfew, recovery and training protocol, team selection and playing time. If parents have any issues please direct them to the coach and refrain from getting involved in any behaviour that could compromise the players, team, coach or club. Consumption of alcohol whilst on duty is not permitted. Please make sure you check with coach to see when you are "off the clock" and on personal time.

Listed below are the duties you will be responsible for whilst we are on the road. These duties include, but are not limited to:

- Assist with driving team to practices, games, meals and stores for supplies (as needed). Please make sure you are on time for all events. Double check with coach regarding all meeting points and times.
- Discuss schedule with coaches and plan day/meals accordingly.
- Coordinate meals for the team (source and make reservations for meals, delivery for meals, or purchase supplies for sandwiches for eating at hotel, etc.). Consider if meal is a "pre-game", "postgame" or "top up" meal to ensure correct nutritional intake. See Nutritional Guide and ask coaches what they want for players.
- Players are required to eat as a team (together) unless multiple eating options are available AND/OR coaches/chaperones give permission to do so. If allowed players must be in groups of 2 or more.
- Assist with planning activities for "recovery" and "off" days, if applicable (swimming pool, hotel gyms, meeting rooms, movies, mall, sightseeing, etc.).
- General supervision of players (ensure they are representing our club well in hotel, restaurants, airport, etc.). Any player(s) not acting in a professional manner please report to coach immediately.
- If required, assist coach with bed check and lights out. Any room/players not complying report to coach.
- If any player is unable to leave the hotel due to sickness or injury: contact parent and if "on sight" have them stay with their child. If coach is not present and parent is unavailable stay with player until coach returns.
- Wash jerseys between games and/or assist players in washing jerseys and uniforms (depending on age, time available, etc.)
- If college coaches are present (i.e. Showcase, Tournament, play offs) – Give out player profile brochures, if applicable. Arrange to print more if needed (coordinate with coach). Keep track of colleges present and send to coach so players can be aware of which colleges observed their game and follow up.
- If traveling with players: may need to check-in players for flight (group check-in) and assist players as needed with check-in process (checking bags, etc). Make sure all players are accounted for and picked up at final destination by parents/legal guardians. Alert coach of any issues regarding travel.
- Communicate with parents not on trip if needed and check to see if there are any limitations i.e allergies or specific dietary needs etc.

I, _____ understand and my role as a NC Fusion Chaperone and will carry out my duties to the best of my ability. I will be proactive and professional in all aspects whilst representing the club. I also understand that failure to carry out the above duties and/or act in an unprofessional manner may result in me being relieved of my duties temporarily and/or permanently.

Signature: _____ Date: _____