

Spirit of the Game Working Group Job Description

Call to the Community

USA Ultimate is looking for new members to expand, diversify & energize the Spirit of the Game working group!! We are looking for people who are passionate about growing and celebrating spirit. This group also works to maintain and enhance Spirit of the Game as a vital part of competition at all levels. The commitment includes monthly conference calls and timely participation in email discussions.

We are aiming to expand and diversify the group so that our conversations and decisions around Spirit of the Game are informed by the wide variety of experiences and perspectives that exist in our community. We are especially looking for people from the northeast, southeast, south and southwest areas of the country; players from the college and youth divisions; male players from any division; and racially and ethnically diverse people from all facets of the ultimate community. We hope to hear from you soon!

General Role

As a member of the Spirit of the Game (SOTG) working group, you will help develop programs, strategies and resources to enhance SOTG across USA Ultimate programs and practices. The SOTG working group is a sub-working group to the Spirit, Observers and Rules (SOAR) working group. The working group is made up of a national director and working group members.

Focus Areas

- Education & Coaching - Collaborate to expand SOTG into the realm of coaching, including but not limited to:
 - Creating SOTG Educational Tools
 - Materials to help others teach, implement & grow SOTG
 - Creating SOTG Coach Training Elements
 - SOTG Coaching Toolbox Document
 - Coaches as Spirit Mentors
 - Following up with Coaches Conduct Issues
 - Working with Rules Working Group to integrate coaches into new editions of the rules
- Competition - Collaborate to incorporate, maintain & grow SOTG into elements of competitive events
 - Cultivate the role of Spirit Captains on teams
 - Cultivate the role of Spirit Directors at events
 - Develop a manual, guidelines, training and implementation plan
 - Develop way to celebrate good spirit and address issues of poor spirit
 - Expand Spirit Scoring
 - Expand spirit scoring at college & club events like regionals, nationals, TCT etc.
- Celebration & Promotion - Collaborate to expand and promote celebration of positive examples of SOTG
 - Promote and develop SOTG resources along with the Marketing & Communication staff at USAU
 - Promote and develop SOTG Awards
 - Work with groups on the local, state, national, and international levels
 - Use national teams (coaches & players) as ambassadors of SOTG
 - Work with community to address issues of referees eroding SOTG and self-officiating
- Conduct - Collaborate to address issues of poor spirit

- Determine whether and how to follow up with spirit issues that involve individuals and/or teams.
 - Low spirit scores, reach out to teams
 - Complaints about individual players, follow up with players
- Work to develop SOTG plans when needed.
- Collaborate with USAU Judicial Committee to assess appropriate vehicles for handling complaints.

General Responsibilities

- Anticipate, identify and develop programs based on SOTG concerns
- Provide SOTG policy recommendations and recommendations to the SOAR working group & USAU programs regarding SOTG-related issues and potential solutions.
- Maintain an ongoing dialogue with the ultimate community around SOTG and the actions of the Committee

Appointment

- Spirit of the Game working group members are selected and appointed by the USA Ultimate National Spirit Director and current working group members. Term is for a period of two (2) years, subject to review and evaluation, and may be terminated or renewed at will.

Requirements

- Knowledge and Experience with Spirit of the Game through roles as athlete, coach, and/or administrator (TD, USAU volunteer, etc)
- Attendance on monthly conference calls & timely response to emails
- Good communication and diplomatic skills
- Strong administrative and organizational skills
- Enthusiasm for Ultimate in general and for SOTG specifically

Benefits

- Drive a vision of ultimate that promotes purposeful, respectful and empowered fair play that values Spirit of the Game above a “win-at-all-costs” mentality across divisions, programs and levels of play
- Opportunity to contribute positively to the development of Ultimate and the quality of work done by USA Ultimate
- Opportunity to work with other passionate and dedicated ultimate players and organizers
- Opportunity to develop personal and professional skills

Application Procedure

Send your responses to the following questions to National Spirit Director Kate Kingery at mailto:national_spirit_director@usultimate.org by January 12, 2020, but may be filled on a rolling basis.

Please note that positions may be filled before the deadline, so if you are interested in applying, please contact Kate immediately to express interest.

1. Objective: Explain why you are interested in this position.

2. Qualifications: Describe why you are qualified for the position. A copy of your resume may be attached.
3. Ultimate experience: Briefly describe your involvement in ultimate. As a player, coach, organizer, other?
4. Other considerations: Provide any other information that you feel should be considered.
5. Are you regularly available to communicate via email?