



Spirit of the Game Working Group Position Description

Members of the Spirit of the Game (SOTG) working group work with USA Ultimate staff to develop programs, strategies, and resources to enhance SOTG across USA Ultimate programs and practices. The SOTG working group is a sub-working group of the Spirit, Officiating, and Rules (SOAR) Committee and is made up of a national director, working group members, and USA Ultimate staff. Working group members contribute to discussion and projects across multiple areas, but may contribute more time and ideas based on their interest or experience.

Areas of Focus

- **Competition** - Collaborate to incorporate SOTG into elements of competitive events
 - Spirit captains: foster the role on teams, including US national teams
 - Spirit directors: cultivate and assist with the development of the role
 - Spirit tracking/scoring: evolve and further develop the process
- **Diversity, Equity, and Inclusion** - Gather, listen and share diverse perspectives on SOTG
 - Acknowledge and recognize that the implementation of Spirit of the Game is susceptible to bias
 - Collect and incorporate the input and experiences of underrepresented groups in an ongoing evaluation of spirit expectations and language
 - Update our SOTG resources and procedures to counteract the inroads of bias
- **Coaching** - Collaborate to expand SOTG into the realm of coaching, including but not limited to:
 - Create SOTG coach training resources
 - Discuss handling of coaching-related spirit issues
 - Collaborate with Youth SOAR group on youth-specific discussions
- **Conduct** - Collaborate to address instances where spirit challenges occur and build out processes to support teams and individuals in furthering effective use of SOTG as a part of self-officiating.
- **Highlighting & Promotion** - Work with groups on the local, state and national levels to highlight and promote meaningful and effective examples of SOTG

General Responsibilities

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



Appointment

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

Competencies

- Knowledge and experience with Spirit of the Game through roles as athlete, coach, and/or administrator (TD, USAU volunteer, etc.)
- Attendance on hour long conference calls every three weeks & regular use of email
- Strong written and verbal communication skills
- Good organizational skills
- Enthusiasm for ultimate in general and for SOTG specifically

Benefits

- Positively impact the development of ultimate, the continued evolution of Spirit of the Game, and the quality of work done by USA Ultimate
- Work with other passionate and dedicated ultimate players and organizers
- Develop personal and professional skills
- Cost of annual USAU membership and NCSI background check will be covered
- USA Ultimate swag

Application Procedure

Send a letter addressing the following four items to the National Spirit Director Kate Kingery, national_spirit_director@usaultimate.org. Application deadline is **Feb 28, 2026**.

1. Objective: Why are you interested in joining the Spirit of the Game working group?
2. Ultimate experience: What is your experience with ultimate frisbee as a player, coach, organizer or other?
3. Qualifications: What makes you qualified for the position? Optional: Attach a resume
4. Other considerations: Is there any other information that you feel should be considered?

USA Ultimate strives to increase the diversity of its staff and volunteers. People of color, women, individuals with disabilities, individuals from low-income backgrounds, and those who identify as LGBTQIA+ are strongly encouraged to express interest.