



## ECHO 2014 PLAYER PAYMENT POLICY

Eastern Christian Hockey Organisation Inc. (ECHO) has been established as a sporting club that seeks to provide interested individuals with the opportunity to play, or support the playing of hockey in a supportive and enjoyable environment.

The Club was established in 2002 as a one team club, and has grown to the point where ECHO has fielded up to four summer and five winter teams in the past few seasons. Founded as a Christian club, ECHO seeks to uphold Christian values and beliefs in all aspects of its activities.

In respect to financial matters, ECHO has various commitments that arise from time to time, and it seeks to fulfil these commitments before or at stated deadlines. It is with these issues in mind that ECHO formally implements a Player Payment Policy.

### 2014 Fee Structure

	Fees
Winter Regular Player*	\$390
Winter Student	\$325
Winter Playing Juniors and Seniors	\$200
Winter Masters playing Seniors for ECHO	\$325
Winter Player – Juniors Head Coach**	Regular \$195, Student \$165
Winter Player – Juniors Assistant Coach**	Regular \$295, Student \$245
Winter Juniors – Under 12s	\$265
Winter Juniors – Under 10s	\$190
Winter Minkey Program	\$75
Winter Fill-in Fees (Junior)	\$10 per game
Winter Fill-in Fees (Senior)	\$20 per game
Winter Goal Keeper Fees (Own gear)***	\$130
Summer Regular Player	\$130
Summer Student Player	\$110
Summer Fill-in Fees	\$10 per game
Summer Goal Keeper Fees (Own gear)***	\$50
Late Payment Penalty	\$20

\*Open Aged and Masters

\*\* New discounted fees in 2014 for Senior Players who are also coaching juniors. More information is provided under section D.

\*\*\*Special discount for Goal Keepers who purchase their own equipment. More information is provided under section E.

### Player Payment Policy

ECHO seeks to set fair player fees that are determined through careful budgeting for known and forecast expenses relating to the ECHO financial year.

As ECHO is a not-for-profit organisation and seeks to minimise expenses, late payments can have a seriously detrimental effect to the cash flow requirements of the club. Therefore, it is vital that receipt is punctual. Please note the additional cost for late payment.

### ECHO Statement of Purposes

The purpose of ECHO hockey club is to provide an environment of Christian fellowship where people interested in playing hockey can participate in regular competition within a club that upholds sportsmanship along with Christian standards and values.

ECHO's fee structure is broken into two sections, Full fee paying players and Part time players. Full fee players are comprised of regular players, students and players playing both juniors and seniors. Part time players are made up of Fill-in's and Rotating players.

#### A. Full fee paying players

The receipt of payments from full fee paying players contributes by far the largest income item for ECHO and it is aimed that the majority of players are full fee paying as it promotes team stability and financial security.

It is preferable for players to be of full fee paying status as opposed to fill in players. As well as enhancing team balance, it facilitates the job of the team managers.

Full fee paying players are those that are registered with the club.

To become a full fee paying player (regular player), one must complete a registration form before each season they desire to play.

It is the committees' intention to encourage punctual payment by penalising late payment.

Summer season 2005/6 fees introduced this concept, and the committee intends to continue the practice of encouraging players to pay their fees on time or early, by penalising late payment.

The committee reserves the right to enforce the previous point as best as it sees fit.

Season fees are due prior to the first round of the summer season and the third round in the winter season. Late payment will be penalised at a rate of \$20. For concerns regarding ability to make full and punctual payment, please refer to Section C "Payment".

#### B. Part time players

Part time players can be categorised as either "Fill-in" players or "Rotating players".

- i) Fill-in players
  - » Fill in player fees are set at \$20 per game for fill in players playing 9 games or less for the duration of the season (50% of the games in the regular season).
  - » Fill in players who play more than 9 games will be classed as full fee paying players. This is to discourage players taking advantage of the lower cost per game a fill in player enjoys compared to a full fee paying player (*18 games at \$20 = \$360*)
  - » Team managers have been notified to instruct potential fill in players of the amount payable, and that payment should be on game day.
  - » The treasurer reserves the right to financial discretion.
- ii) Rotating players
  - » Only apply where a team has been entered on the provisions that it will be supported by a number of non-regular players who are committed to playing a substantial component of the season.
  - » "Rotating players" concept does not apply to any other team but the lowest team.
  - » Selection of rotating players for finals will be at the discretion of the team captain and selection committee (see selection policy).

#### C. Payment

It is the club's preference that payments are made via Electronic Fund Transfer (EFT) or via the Hockey Victoria online registration process, rather than cash or cheque. This is to allow for better record keeping and transparency of financial records.

If an individual has financial concerns regarding the full and punctual payment of fees, they should approach either the treasurer or the president. Team managers are responsible for collection and recording of fees once the season has commenced, and payment issues can be raised with them once the season has started.

Any person may choose to stagger their season payments, providing they first discuss this with the treasurer. Payments are to be split into a maximum of three instalments, unless otherwise permitted by treasurer, and paid at monthly intervals from the first month of the given season. This is to allow for consistency in record keeping amongst such players and to facilitate follow up.

#### **D. Discounted fees for Winter Players coaching Juniors**

The club seeks to encourage Players who help with the functioning of the junior teams by being coaches during the Winter Season, by offering them subsidised fees. Head coaches receive a 50% discount on their Winter Season Fees rounded to the nearest \$5 (E.g. Regular Players  $\$390 \times 50\% = \$195$ , Student Players  $\$325 \times 50\% = \$165$ ). Assistant coaches receive a 25% discount on their Winter Season Fees rounded to the nearest \$5 (E.g. Regular Players  $\$390 \times 25\% = \$295$ , Student Players  $\$325 \times 25\% = \$245$ ). Furthermore the club will use its discretion when applying discounted fees to eligible coaches, and reserves the right to alter the discounted amount taking into account both the interests and particular circumstances of the club and coaching player.

#### **E. Special Goal Keeper fee structure**

The club recognises the unique role of the Goal Keeper position on the hockey field and actively encourages players to fulfil the role in teams. To help promote this position and to ease the burden of purchasing expensive Goal Keeper equipment, the club offers a discounted season fee rate to Goal Keepers who own their own Goal Keeper equipment. The discounted rate is equal to  $1/3^{\text{rd}}$  of the full season fee (either Winter or Summer respectably) rounded up to the nearest \$10. (E.g. 2014 Winter Goal Keeper fee can be calculated at  $\$390 \times 1/3 = \$130$ , no rounding needed). Furthermore the club will use its discretion when applying this fee to eligible Goal Keepers, and reserves the right to decrease their fees even further, taking into account both the interests of the club and the eligible Goal Keeper.

#### **F. Other Issues**

From time to time it is appropriate for club expenses to be paid for by persons associated with ECHO and to be reimbursed by the club for such expenses. Any person who pays for club expenses needs to ensure they have permission from an executive committee member to purchase the item/s on the clubs behalf before they make the purchase. Any expense that is above \$300 needs to be approved by either the President or Treasurer of the club. To obtain a reimbursement the person needs to provide the Treasurer with the original or copy of the invoice/receipt before they can receive a reimbursement. Reimbursements will generally be processed by Electronic Funds Transfer (EFT) which requires the recipients banking details, or by another method deemed appropriate by the Treasurer of the club.

During the hockey seasons Team Managers may sometimes receive funds from players to pay for their fees or uniforms, and are therefore encouraged to keep appropriate records of such transactions and report these to the Treasurer in a timely manner.

*Note: This document was approved by the ECHO Committee on 5 May 2014.*