



Ireland Lacrosse National Team Athlete Financial Guidelines

1. Purpose

The purpose of this policy is to outline the financial expectations **Ireland Lacrosse** and the **High Performance Committee** have for athletes selected to compete with the National Team, during any competition cycle leading to and concluding with a Bench Mark Event. (e.g., U20 or Senior).

2. Preamble

Lacrosse is a self-funded sport. Representing Ireland requires significant investments of time and finances. The teams are ultimately funded by the athletes. As a result, teams have only a limited capacity to deal with late payments from athletes. A payment schedule will dictate to athletes when they must provide funds to the teams. All National Team Programs are fully managed by the National Teams Manager of Lacrosse Operation as directed by the relevant National Teams Director.

3. Definitions

The terms used in this policy are defined as follows:

- **Bench Mark Event:** is any major event organized by the Continental Federation, World Lacrosse, World Games Association or the IOC.
- **National Teams:** the "team" is defined as a composition of athletes under the supervision of a group of coaches for the completion of one specific bench mark event. This is applicable for Box, Field, or Sixes. The team includes 30 - 35 athletes making up the pool of athletes, later to be reduced to the restricted 'selected' athletes for that specific bench mark event.
- **Competition Cycle:** A competition cycle is defined as the time between a bench mark events, including time needed to occur for all expenses and revenues. This may consist of several preparation events in addition to the bench mark event.
- **Team Event:** a team event is defined by any event (training camp, tournament, social event) mandated by the National Team Staff for which athletes are required to physically attend.
- **Manager of Lacrosse Operations.** (Often referred to as the team manager) is defined as an appointee of Ireland Lacrosse in charge of managing the finances and logistics of a given national team.



- **Coaches:** this includes the Head Coach of a team and its Assistant coaches.
 - **Support staff:** the designation "support staff" is used to represent all staff assigned to support a specific team, e.g. Athletic Trainers, Physio, Strength and conditioning coaches, parental supervisor etc.
 - **Director:** the director is defined as the relevant Ireland Lacrosse National Team Director responsible for a specific national team within their program.
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4. Budget and Breakdown of Fees

The Team Manager is responsible for drafting, managing and overseeing the Team's budget for the entire competition cycle. Budget estimates will be approved by the relevant Ireland Lacrosse National Team Director who has the responsibility of the National Team finances within their program.

Athletes are entitled to have an overall understanding of how their money will be spent in relation to National Team operations. To that end, a summary breakdown of the estimated fees should be communicated to the athletes during or shortly after the shortlisted athletes are named.

- Team fees shall include, but are not limited to:
 - Tournament and athlete fees for Bench Mark Events (Major Championship)
 - Tournament and athlete fees for preparation events
 - Accommodation and meals for all tournaments (level of accommodation and meal cover to be decided by management staff for each event)
 - Athlete and Staff uniforms, equipment and apparel
 - Staff and Team Related Expenses
 - An appropriate contingency fund (at least 5% of total expenses budgeted)
- Team fees should take into account current exchange rates, and shall be priced to a reasonable level as deemed by Management staff. .
- Team Accomodation, for bench mark events (and where possible), shall be planned for no more than two athletes in a room.
- Athletes will be required to participate in any team based fundraising where appropriate.
- Any items expected to be covered by Ireland Lacrosse shall be communicated to the athletes.
- Other sources of revenue, such as sponsorships, any previous year's surplus or tryout surplus, shall be included in teams budgets.

Please Note: All costs associated with an athlete's application for Foreign Birth Registration, Irish Passport application, and any required visas for athlete travel, will be the athletes responsibility.



5. Team Fees Payment - Collection

In accordance with the **Ireland Lacrosse Membership Policy**, all athletes must be registered/paid members of Ireland Lacrosse to participate in any Ireland Lacrosse event.

Collection of team fees shall be done in a respectful way for both the athletes (and/or parents of athletes) and the organization.

5.1 Payment Commencement and Schedule

- Athlete payments will begin **monthly** and collected in the first week of the month. This will commence no later than when a National Team is selected shortlisted athletes.
- Athletes will be required to pay a **€500** (unless otherwise implicitly stated by the team manager) **non-refundable commitment deposit** which will count towards the overall athlete fee.
- **Final Selected Squad** and **Listed (Active) Alternates** will be required to pay the scheduled monthly installments **until the event** (European / World Championship/Tournament).
 - Alternates not named in the Final Selected Squad will have all payments refunded minus the **non-refundable commitment deposit and expenses directly related to preparation events, procured uniforms, equipment, apparel for the athlete and any sport performance services leveraged by the team on behalf of the athlete (eg: S&C coaching)**.
- Personalized payment plans can be arranged between an athlete and the Team Manager, at the request of the athlete.

5.2 Payment Methods and Acknowledgement

- Players will be offered multiple options for making payments. Wise is the preferred payment method for single one off payments, but recurring payments via the membership system, JustGo, are available. Team managers will work with athletes on further, alternative payment options if required.
- Players will have their outstanding balance confirmed by the Team manager on a monthly basis. If a payment is missed (see missed payments), the player will be notified as early as applicable by the relevant Team Manager.
- Where possible automated payment receipts from the payment system should be generated acknowledging athlete payments.

6. Missed Payments

It is important for the management of the program that athletes pay their team fee installments on time.



- Each athlete is permitted to miss **one payment deadline** during the competition cycle with no incurred penalties, provided that they complete the missed payment within 15 days of the original due date. If an athlete misses one payment deadline, the NTM is required to notify the Head coach. The athlete will be reminded of the consequence of further undocumented missed payments as per this policy.
- Should an athlete **miss two payment deadlines** in a competition cycle, without prior acknowledged communication to the National Team Manager, the NTM is required to notify both the Head coach and the National Team Director responsible. This will immediately **incur a once off penalty of €50** to be added to a final payment invoice.
- If the athlete **misses a third payment deadline** in a competition cycle without prior acknowledged communication to the National Team Manager, NTM is required to notify both the Head coach and the National Team Director responsible. The National Team Director will remove the athlete from the squad list. In this case, section 8 will come into effect for the removed athlete.
- Athletes must communicate with the team manager, and inform them immediately if their financial situation changes during the course of a competition cycle.

7. Outstanding Balance and Payment Extension

- Any athlete with an outstanding balance due at the end of a bench mark event, without prior communication to the NTM, will have their right to play at any future Ireland Lacrosse events suspended until payment is received in full.
- When required, Athletes may request a payment extension, however, extensions for an outstanding balance can only be granted for a **Maximum of two months post-event**. If the two month window passes with still outstanding balance, then the athlete will have their right to play at any future Ireland Lacrosse events suspended until payment is received in full. Extensions must be made in writing at least three months prior to the event start date.
- If a **non-rostered athlete** is moved to the active roster or alternate list with less than 3 months prior to the start of a bench mark event, then an alternative schedule will be agreed with the Team Manager and applicable Director in writing.

8. Team Fee Refund (for Dropping Out)

Should an athlete need to drop out of the team before a Bench Mark Event, for whatever reason, a refund should be provided (minus the non-refundable commitment deposit and expenses directly related to preparation events, procured uniforms, equipment, apparel for the athlete and any sport performance services leveraged by the team on behalf of the athlete (eg: S&C coaching)).

- Once an athlete and their Coach have come to an agreement, the athlete must inform the Team Manager **in writing** (email) of the fact that they are leaving the team.



- From reception of this written notice, a partial refund will be provided following the schedule below (minus the non-refundable commitment deposit):
 - Full refund minus **€100** (plus the non-refundable deposit) if the notice is received six months prior to the start of the bench mark event event.
 - **A refund of any balance** minus the non-refundable commitment deposit and expenses directly related to preparation events, procured uniforms, equipment, apparel for the athlete and any sport performance services leveraged by the team on behalf of the athlete, if the notice is received 6 weeks prior to the start of the Bench Mark Event.
 - **No refund** will be provided if notice is received within 6 weeks of the start of the Bench Mark Event.
 - These refunds may be lowered at the discretion of the relevant National Team Director.

8.1 Listed Alternate Refund Provision

- **Listed Alternates** who do not get moved onto the final squad and who attend the event/team camps but do not compete at the Bench Mark Event/Tournament will receive a refund of **all athlete payments made minus non-refundable commitment deposit and expenses directly related to preparation events, procured uniforms, equipment, apparel for the athlete and any sport performance services leveraged by the team on behalf of the athlete (eg: S&C coaching)**.
- An athlete that drops out of the team is accountable for the same penalties as others when it comes to outstanding balance.

9. Team Budget Surplus/Deficit

Should a program finish the year with a surplus/deficit, this situation will be addressed as follows:

- In the course of preparation for a Bench Mark Event, circumstances and context may change, which may necessitate an adjustment to the total amount of the player payments. The Ireland Lacrosse High Performance programme will seek to mitigate any such impacts on athletes to ensure unreasonable financial demands are not placed on them.
- National teams operate to a policy of break even budgeting, on occasion a national team can incur a budget surplus. Where possible any surplus realized, will be added to the budget of the Ireland Lacrosse High Performance program to support future national teams.