

Recreational Player Recruitment Policy

Purpose

The purpose of this policy is to establish a consistent, ethical, and transparent approach to identifying and recruiting players from Culpeper Soccer Club's Recreational Program into its Travel Program. Culpeper Soccer Club is committed to providing every player with the opportunity to participate at the level that best matches their ability, commitment, and developmental goals while ensuring a positive experience for all Recreational participants.

Guiding Principles

The Recreational Program exists to introduce players to the game, foster a love of soccer, and provide a fun and inclusive environment. The Travel Program is designed for players seeking a higher level of competition and commitment. Recruitment efforts should always prioritize the player's long-term development and be conducted with professionalism and respect.

Player Identification

Travel coaches and Directors of Coaching are encouraged to observe Recreational matches and training sessions throughout the season to identify players who demonstrate:

- Strong technical ability and game understanding.
- Positive attitude, coachability, and work ethic.
- Competitive mindset and desire to improve.
- Commitment to regular attendance and development.
- Potential to succeed within the Travel Program.

Player evaluations should consider long-term potential rather than current performance alone.

Recruitment Process

To ensure consistency and fairness:

- Only the Director of Coaching (or their designated representative) may formally invite or recommend a Recreational player to explore Travel opportunities.
- Travel coaches may recommend players to the Director of Coaching but should not independently recruit players or families.
- Families expressing interest in Travel should be directed to the Director of Coaching for information regarding evaluations, expectations, costs, and the player placement process.
- Recruitment conversations should focus on player development and appropriate program fit rather than roster needs or winning.

- **During the Recreational season, selected players may be invited to serve as guest players for Travel teams when additional players are needed.** These opportunities are intended to provide developmental experiences and allow players to explore the Travel environment. Participation as a guest player is voluntary, does not guarantee future placement on a Travel team, and **Recreational team practices, games, and commitments will always take priority.** Guest player opportunities should only be accepted when they do not conflict with Recreational obligations or when approval has been granted by the Recreational coach.

Communication Standards

Recruitment conversations should:

- Be respectful, informative, and free from pressure.
- Clearly explain the differences in commitment, training frequency, travel, financial obligations, and competitive expectations.
- Encourage families to make the decision that best supports their child's development and enjoyment of the game.
- Avoid negative comparisons of Recreational soccer, other teams, coaches, or clubs.

Timing

While player identification is an ongoing process, formal invitations to participate in Travel evaluations or placement opportunities should occur during designated recruitment windows established by Culpeper Soccer Club. This ensures fairness for all players and minimizes disruption to Recreational teams during the season.

Commitment to Recreational Soccer

Recruiting players into the Travel Program should never diminish the quality or integrity of the Recreational Program. Coaches and staff are expected to continue supporting Recreational participation by:

- Encouraging players to enjoy and develop within their current team.
- Respecting Recreational coaches and their role in player development.
- Working collaboratively to create a positive player pathway throughout the Club.
- Recognizing that guest player opportunities are designed to supplement a player's development and should never interfere with the player's commitment to their Recreational team or season.

Oversight

The Director of Coaching is responsible for administering this policy and ensuring all recruitment activities align with the Club's mission, values, and long-term player development philosophy. Failure to adhere to this policy may result in coaching review or disciplinary action.

The Club believes every player deserves the opportunity to reach their highest potential, and this policy ensures that pathway remains transparent, equitable, and centered on the best interests of the player.