

Independent Contractor Coach Agreement for 2025-2026 Soccer Year 7/8/26

This agreement must be signed and returned via email to President USA of Indiana on a timely basis for an on-schedule stipend check. **This agreement replaces all previous agreements, written or oral, and includes the entire 06/01/2025-06/30/2026 period.** **This agreement dollar stipends will be adjusted if your responsibilities change for any reason including a team not forming, dismissal, resignation, and adjustments to training and games.** A calendar year W-9 is required prior to first check each calendar year. This Independent Contractor Agreement is entered into by and between United Soccer Alliance of Indiana, an Indiana nonprofit corporation, and the Coach identified below.

Contractor (Coach) name, address, City, State, Zip, Phone number.
Name, Role, Annual Amount, First half stipend, Second half stipend.

I HAVE READ, I UNDERSTAND, AND AGREE TO THIS INDEPENDENT CONTRACTOR COACH AGREEMENT.
I ACCEPT THIS OFFER AND AGREE TO THIS ENTIRE MULTIPAGE AGREEMENT.

SIGNATURE: _____ DATE: _____

This is primary responsibility and total compensation for **6/1/2025 through 6/30/2026.** Note deductions may be made for responsibilities not achieved for any reason. Total amount will change as responsibilities change during the year. Agreement will be revised and compensation adjusted if assignment changes, or team doesn't form, or coach resigns or is dismissed for any reason. All USA of Indiana compensation is paid in arrears.

I agree, as an independent contractor, to professionally represent USA of Indiana; adhere to all Club policies, procedures, philosophy, and the Coach's Code of Conduct, or face the possibility of fine, suspension, or termination from USA of Indiana as determined by the USA of Indiana President. Additional responsibilities include keeping current on USSF-US Club- USC coaching license and additional required courses.

Responsibilities include but not limited to Coach duties.

Head Coach: the amount listed is comprised of 1/3 of the total for timely player evaluations plus 2/3 for coaching stipend invoice. If no player evaluations are performed, the total stipend is 2/3 of this amount.

Term of Agreement

• Travel Coach stipends ACH payments are dated on or near 4/15 and 6/15 for second half; 9/15 and 11/15 for first half. The first half stipend period is 6/1-12/31 and includes all activities during that period including training, games, and June Team Formations. The second half stipend period is 10/15-7/31 and includes all activities during that period including October Team Formations, fall training, fall games, winter training, spring training, spring games, and June Team Formations. The overlap portion is not paid twice.

Termination of Agreement

Either party may terminate this agreement at any time for any reason (or no reason) by giving the other party 21 days written notice of such termination. USA of Indiana may terminate this agreement without notice or payment in lieu thereof, for cause. Compensation will be adjusted as necessary.

Non-Compete Agreement

During the period of this agreement and for a period of 1 year following the expiration or the termination of this agreement for any reason and no reason, the Coach shall not directly or indirectly, without prior written approval by USA of Indiana President, 1. Coach a similar age group(s) and/or an age group one year older on his/her own behalf or on behalf of any other soccer organization in Boone, Hamilton, Shelby, Johnson, Morgan, Hendricks, and Marion Counties of Indiana; and 2. Mention, suggest, or encourage players to players' parents associated with USA of Indiana program to leave USA of Indiana programs. Coach acknowledges and agrees that these restrictive covenants restrict Coach from engaging in activities for a competitive purpose and are reasonably necessary to protect USA of Indiana's legitimate interests in maintaining teams at each age group and its goodwill. Coach acknowledges and agrees that the restrictive covenants are reasonable in all respects, including but not limited to time, scope of prohibited activities, and geographic area.

No Agent/Authority

USA of Indiana and the Coach acknowledge and agree that the Coach is NOT an agent of USA of Indiana, and the Coach agrees that he or she will not represent to any third party that the Coach is an agent of USA of Indiana.

Return of Property

All equipment, tools, supplies, manuals, clothing or other items purchased by the Club or purchased by Coach with USA of Indiana funds, or otherwise provided by USA of Indiana, shall be and remain the sole and exclusive property of USA of Indiana. Coach shall return all Club property including clothing at the end of his/her service.

W-9

I understand all taxes due to the government are the independent contractor / coach's responsibility.

Each person, independent contractor, or company earning more than \$599. in calendar year from United Soccer Alliance of Indiana / Pike Youth Soccer Club, Inc., MUST file via email with USA of Indiana President a calendar year IRS W-9 prior to the first check being issued and refile with each banking or address change. Must use the posted W-9 substitute form. USA of Indiana will issue a 1099 independent contractor IRS form each calendar year.

Agreements

I agree with the commitments in this agreement and realize USA of Indiana Managing Director, President, Directors of Coaching, Age Group Coordinators, will review my fulfillment of these responsibilities throughout the season. I agree to be the coach for the entire soccer period above. If I am unable to complete either season, I will relinquish responsibilities for the team and return team records and any other Club materials and equipment to the Managing Director. I agree, should my coaching agreement with USA of Indiana be terminated, I will not solicit or aid in the solicitation of United Soccer Alliance of Indiana players to play at another Club. I agree any remuneration will be pro-rated based on percentage of the season completed for which coaching objectives were successfully performed.

I understand and agree that separate agreements for the Club to pay for ongoing coaching education is contingent upon coaching for USA of Indiana for at least 3 or more additional seasons and failure, for any reason including termination, to fulfil that and other criteria, will result in the Club deducting the cost of the coaching course and related expenses from remaining coach stipend payments.

I understand my coaching stipend may be prorated upon several factors including: USA of Indiana and each league has a schedule of fines, sanctions and deductions.

Summary for independent contractors to be paid by USA of Indiana.

1. Supply W-9 form each calendar year prior to first check AND send a revised W-9 with each banking or address change throughout the year. Agree to and sign and most current Coach Independent Contractor Agreement.
2. Supply your highest license certificate and take USC online courses; and have licenses documented with Managing Director
3. Take CDC concussion & Safe Sport courses while signed onto one's GotSport personal account.
4. Take USC Anti-Bullying, USC Heading, and the Suicide Prevention courses online, report same to Managing Director.
5. Email parents and players on their team (s) every two weeks in line with the curriculum and blind copy Managing Director.
6. Wear only uniform provided by USA of Indiana when coaching, training, and attending games.
7. Present individual player evaluations on a timely basis. There is a portion of the coaching stipend that is paid for player evaluations. Deadline for Fall teams is November 30th. Deadline for Spring teams is April 30th. Please inform Managing Director of evaluations completion.

I agree to the specific duties outlined below.

As a coach or trainer for USA of Indiana I will fulfill my coaching responsibilities in the following manner and support USA of Indiana on all decisions made by the USA of Indiana Board of Directors. I understand I serve as an independent contractor at the pleasure of the USA of Indiana Board of Directors.

- USA of Indiana travel coach will hold at least two training sessions per week, 3 training sessions is preferred.
- Coach is to attend and lead all friendly matches, league, & tournament games.
- Coach is expected to attend and lead all training sessions and games. If a conflict arises, you must contact USA of Indiana Managing Director at least 7 days before the scheduled event to make other coaching arrangements.
- Arrive on time to each training session with a plan previously prepared. End training sessions on time.
- Ensure all players are accounted for before leaving training area or game location. Do not leave the location until last player is with his/her parent or guardian. (Fines imposed.)
- Develop, in conjunction with USA of Indiana Managing Director, the seasonal year's tactical plan and list of Club approved tournaments.
- Prepare a written player evaluation for each player and review with player's parent each season.
- Set a positive role model and maintain a professional appearance at all trainings, games, team formations, and tournaments; including wearing USA of Indiana provided coach gear.
- Maintain a positive and professional attitude during all training sessions, games, player evaluations, tournaments, and in all contact with parents and players. This includes refraining from making negative

comments about officials and opposing teams and USA of Indiana, its members, players, coaches, Directors, staff, including on all social media, emails, texts. (Fines imposed.)

- Attend meetings conducted by USA of Indiana Managing Director.
- Abide by USA of Indiana Coaching Code of Conduct/Ethics in the Player, Parent, Coach, Manager Manual, posted on USA of Indiana website.
- I will not solicit or aid in the solicitation of United Soccer Alliance of Indiana players to play at another Club.

I agree with the above commitments and realize USA of Indiana Managing Director, President, Directors of Coaching, Age Group Coordinators, will review my fulfillment of these responsibilities throughout the season. I agree to be the coach for the entire soccer period above. If I am unable to complete either season, I will relinquish responsibilities for the team and return team records and any other Club materials and equipment to the Managing Director.

COACH COMMITMENT, COACH CODE OF CONDUCT, COACHING RESPONSIBILITIES.

United Soccer Alliance of Indiana, Inc.

Coach Code of Conduct, is a part of Player, Parent, Coach, Manager manual
and may be revised at any time.

I pledge to accept responsibility for my actions during my United Soccer Alliance of Indiana, Inc. coaching tenure by following this Coach's Code of Conduct:

- I will place the emotional and physical well-being of my players ahead of a personal desire to win.
- I will provide a safe playing environment for my players.
- I promise to review and practice basic first-aid principles needed to treat injuries to my players.
- I will strive to keep abreast of current learning techniques and knowledge of the game.
- I will listen and learn from my players and other coaches.
- I will do my best to organize practices/training sessions that are fun and challenging to my players.
- I will lead by example in demonstrating fair play and sportsmanship to all my players.
- I will provide a soccer environment for my players that is free of drugs, including tobacco and alcohol, and I will refrain from their use at all training sessions and games.
- I will be knowledgeable of the laws of the game, and I will teach them to my players.
- I will treat parents, players, officials, fans, and other coaches with respect regardless of race, sex, religion, sexual preference/gender identity, or ability, and I will expect to be treated accordingly.