



**PLAYER GUIDE**  
**2023-24 SEASON**



# WE ARE THE REBELLION.

The Los Angeles Rebellion's mission is to promote inclusion in sports. While our core program is our competitive Division III squad, we **exist** to support the positive physical and emotional fitness of LGBTQIA+ individuals & allies, and ensure that anyone with interest can try the sport of rugby.

Being one of the most visible inclusive rugby clubs in the country comes with great responsibility to lead and inspire this movement. A vocal minority may be pushing back against our community's progress, but we are prepared to fight for your right to play this sport safely, and free from discrimination or intimidation.

Our highest value is simple: No matter who you are, who you love, or whether you've ever picked up a rugby ball before – **YOU have a place in sports and in the Rebellion.**

# HOW THE CLUB COMMUNICATES



## **ABOUT TEAM SNAP**

This is the club's internal communications and scheduling app. All players are required to use Team Snap and keep notifications ON for push alerts.

New users: You will receive an invite link to download and register for the app.

## **ROSTER TAB**

This tab contains all contact information for each player, RugBAE supporter, coach, and staff for the organization.

All players/supporters should complete their user profile and upload a picture. Do not complete the gender identity field.

## **SCHEDULE TAB**

This tab contains all scheduled events and meetings hosted by the club. Players and Supporters can RSVP with their availability within each event listing.

If you wish to add an event (such as a social or cultural event open to the membership), please submit your request to Ed Salm (Communications Chair) or Eric Anderson (President).

## **INVOICING**

Located under the MORE tab, this is where you will submit dues payments.

**Please refer to the Dues section of the Guidebook for more information.**

# HOW THE CLUB COMMUNICATES



## MESSAGES TAB

This tab is where you will find our Chat, Posts (Message Forum) and Emergency Push Alerts.

**Team Chat.** All members are included in this chat by default. This is where the Coaches, Board, and Captains will make announcements. You're welcome to chat with others, but keep it SFW.

For lengthy announcements, we recommend making a POST to avoid cluttering the chat.

**Group Chat.** Members may create private group chats, however Code of Conduct violations will result in suspension from the app.

**USE GROUP CHAT/DIRECT MESSAGES TO COMMUNICATE WITH THE COACHES, PRESIDENT, OR BOARD MEMBERS**

**Posts.** This is the club's basic Message Board. The Board and Coaches will post updates and important announcements here (a copy of all posts is also sent to your email.) Members are welcome to use the Message Board for personal announcements, external events, etc.

**Alerts.** Emergency Push Alerts will be listed here. These will only come from Eric or Coach Andrew. You must leave Push Alert notifications on, as this is how we notify about last minute schedule changes.

# TRAINING INFORMATION



## TRAINING SCHEDULE

Mondays & Wednesdays | 8 - 10 PM

Additional Fitness & Skill Sessions will be offered on Saturdays throughout the fall.

## TRAINING LOCATION

Ferraro Fields  
5101 N Zoo Dr, LA 90027

## WEATHER POLICY

In the case of rain, check Team Snap for schedule alerts. Activities may not take place in thunderstorms or when there is visible lightning. As this is an El Niño year, anticipate regular location changes.

When available, we will adjust to one of the following alternate locations:

- John Francis Poly High (Eagle Rock field)
- Turf field at Ferraro
- Indoor Gym for Fitness

## EQUIPMENT NEEDED

Workout clothes, cleats, mouth guard, and water.

Players volunteer to store ball bags between training sessions. If you take a ball bag, it's your responsibility to get it to the next practice.

**LIFE HACK: IF ACTIVITIES ARE OCCURRING IN THE RAIN,  
BRING A GARBAGE BAG FOR YOUR BELONGINGS &  
LEAVE ALL VALUABLES/ELECTRONICS IN YOUR CAR.**

# IMPORTANT CLUB DATES



## **SOFI STADIUM TOUR & PRACTICE**

Mon Oct 9 @ Noon

## **FALL CLUB MEETINGS**

Tues Oct 17 @ 7 PM - Bingham Meeting

Tues Nov 7 @ 7 PM - Annual Club Meeting  
*Mandatory for all players and staff*

Sun Dec 10 @ 4 PM - Club Holiday Party

## **RUCKTACULAR 2023 IN SAN DIEGO**

Fri Dec 1 - Social Activities

Sat Dec 2 - Tournament & Closing Party

Sun Dec 3 - Recovery Brunch

All players are responsible for their own travel arrangements. Players and Staff must be at the tournament location by 8 am on Saturday.

## **SCRFU SEASON**

January - Mid-April 2024

Saturdays (Typically All Day)

## **TEAM FRIENDLY SCRIMMAGES**

Wednesdays and Saturdays in Early May

## **BINGHAM CUP 2024 IN ROME**

May 22 - 26 2024

# CODE OF CONDUCT



All members agree to adhere to the USA Rugby Code of Conduct and By-Laws, strictly prohibiting:

- Discrimination, intimidation, threats, and bullying, as defined by US Safe Sport. The Rebellion does not tolerate discrimination related to age, appearance, religious preference, ethnicity, skill level, sexual identity, or gender identity/expression. *This extends to all activities, matches, and events hosted by the Rebellion or other USAR sanctioned organizations.*
- Physical violence on or off the pitch, against your teammates, staff, referees, supporters, or opposing team.
- As defined by US Safe Sport, acts of sexual abuse, sexual coercion, digital abuse or cyber stalking, relationship abuse, or coercion related to use of drugs or alcohol.
- Hazing of any kind. Training is not assigned as punishment.
- Use of tobacco, drugs or alcohol on City grounds.
- Theft/other crime related to the Rebellion or its members.

## **INTERNAL REPORTING PROCEDURES**

Confidentially report concerns to the President, Vice President, Member Engagement Officer or Coaching Staff.

## **DISCIPLINARY PROCEDURES**

- During matches: Violations adjudicated by SCRFU's Disciplinary Committee. May result in suspension from matches for designated period.
- All other activities: Adjudicated by the Rebellion Executive Committee and Coaching Staff. May result in written warning, suspension or removal from club.
- Felony violations of California or Federal Law will result in suspension from the Club, and expulsion upon conviction.

# ATTENDANCE PROTOCOLS



This is an amateur recreational activity. We understand that everyone has adult lives, jobs, families, etc to consider. You may not be able to attend every training session or match.

We ask all players to regularly update their availability on Team Snap for all activities. Alert the President and Coaches of any ongoing schedule conflicts.

Safety on the pitch is critical, and knowing how to engage in smart and safe play is dependent on regular attendance at practice. If your attendance impacts your ability to safely play in a match, the Coaches will advise prior to assigning any roster.

***Don't post in the Chat that you are running late or cannot attend. DO post in Chat if you need a ride!***

## **HEALTH & WELLNESS POLICIES**

All players are expected to be vaccinated for COVID-19, Monkeypox, and other recommended vaccinations (unless due to health or religious exemption.)

If you are ill or showing symptoms similar to COVID, influenza, or other contagious or infectious disease, **do not attend activities until you are well.**

If you test positive for COVID or MPX, **you must notify Eric immediately.** You may not return to activities until you have tested negative (or in the case of MPX, fully cleared by a medical professional.)

If you are recovering from injury and can safely drive, observing practice is a good way to learn!



# MATCH PROTOCOLS



## MATCH PROTOCOLS

Our SCRFU competitive season runs from January - April. Most matches will occur on Saturdays (with some on Sundays depending on ref availability.)

Preliminary schedule will be posted on Team Snap in early November, providing you the dates of all matches and bye-weeks.

USAR Protocols dictate that time/location for each match is confirmed the Monday before a match.

## TYPICAL HOME MATCH DAY SCHEDULE

10:30 AM Match Day Squad arrives to set up

11:30 AM Warm ups begin

12:30 PM Match (90 minutes)

## THIRD HALF SOCIAL

Every match ends with a post-match social at the field or a sponsor establishment. Attendance is expected and customary, regardless of match outcome.

**LIFE HACK: AVOID UPSETTING YOUR COACHES, YOUR PRESIDENT & YOUR TEAM – ALWAYS SET ALARMS AND LEAVE EARLY FOR MATCHES!**

# MATCH PROTOCOLS



## **MATCH ATTENDANCE RSVP**

Rosters are based on the RSVP response in Team Snap. RSVP closes 72 hours prior to any match.

Coaches make all decisions based on attendance, performance, paid dues, and needs of the squad. If you are not assigned to a week's roster, we encourage you to attend the match to support your teammates!

## **MATCH DAY RAIN POLICY**

If our field is rained out prior to a home match, the opposing club is expected to secure a field if possible/cost feasible. If neither club can host, the match will be rescheduled for one of the listed bye-weeks.

In order to maintain the division schedule, SCRFU may relocate matches to available fields that either permit rain play OR are not impacted by weather.

Please watch Team Snap for alerts whenever rain is forecast for a match day.

## **CANCELLATION POLICY**

Cancellation is only permitted due to COVID outbreak. All other reasons will result in forfeiture of the match.

SCRFU retains the right to review the eligibility of any Division III club that forfeits a single match; and will suspend any club that forfeits 2 or more matches.

# USA RUGBY & CLUB DUES



## USA RUGBY MEMBERSHIP

All players and coaches must be registered with USA Rugby for the 2023-24 season. Players are not eligible to participate in contact training or matches without valid USAR membership. **COST IS \$115.**

## CLUB DUES

Our yearly dues are a critical piece of our budget. Dues directly pay for field and referee expenses, and direct service costs not covered by sponsorship.

<b>Rookie</b>	All first year players.	\$200 TOTAL • \$40 Initial • \$40 11/15 • \$80 1/15 • \$40 3/1
<b>Social/Devt</b>	For occasional/drop in; players seeking less rigorous training; or players not seeking significant playing time in SCRFU season.	\$200 TOTAL • \$40 Initial • \$40 11/15 • \$80 1/15 • \$40 3/1
<b>Senior</b>	For players committed to advanced level training, actively participating in the SCRFU season and/or seeking to attend Bingham.	\$300 TOTAL • \$40 Initial • \$80 11/15 • \$100 1/15 • \$80 3/1
<b>RugBAE+</b>	Supporters receive Third Half perks, admission to annual parties, access to Club registration for Bingham.  RugBAE+ can attend any training session for fitness or touch rugby during the season.	\$100 TOTAL

50% Financial Waivers are available for players who demonstrate hardship. Confidential requests should be submitted to the Member Engagement Officer.

**INVOICES & PAYMENTS ARE MADE VIA TEAM SNAP.**

# ORGANIZATION STRUCTURE



## EXECUTIVE LEADERSHIP

President & CEO  
Treasurer & CFO  
Vice President & Secretary

## COACHING STAFF

Head Coach  
Assistant. Head Coach  
Assistant Coach  
Rugby 101 Coaches

## SENIOR BOARD OFFICERS

Member Engagement Officer  
Fundraising Officer  
Community Engagement Officer  
Digital Media Officer

## BOARD CHAIRS

Communications/IT Chair  
Events Chair  
Logistics Chair  
Org Devt & Inclusion Chair  
Volunteerism Chair  
At-Large Representatives (2)

## VOLUNTEER STAFF & SUPPORT COMMITTEES

# ORGANIZATION PERSONNEL



## EXECUTIVE LEADERSHIP

President & CEO	Eric Anderson
Treasurer & CFO	Phillip Khommarath
Vice President & Secretary	Cody Dolan

## COACHING STAFF

Head Coach	Andrew McKee
Assistant Head Coach	Corey Howman
Assistant Coach	Anthony Foster

## SENIOR BOARD OFFICERS

Member Engagement	Jeremy Thomas
Fundraising	Andrew Ortiz
Community Engagement	Ozzie Luna
Digital Media & Production	Jack Higgins

## BOARD CHAIRS

Communications & IT	Ed Salm
Events	CJ Maiorino
Logistics	Thomas Schmidt
Org Devt & Inclusion	Charli Gross
Volunteerism	Jim Loussaert
At-Large Representatives	Dave Islas Jason Martin II

# WHO SHOULD YOU CALL?



**ANY CONCERN, QUESTION, OR UPDATE,  
ANYTIME YOU NEED IT –  
MESSAGE PRESIDENT ERIC**

## **ATHLETIC PROGRAMS**

Coach Andrew McKee  
Coach Corey Howman  
VP/Captain Cody Dolan

## **ATTENDANCE**

Member Engagement Officer Jeremy Thomas  
Coach Anthony Foster

## **GENERAL MEMBER CONCERNS/REPORTING**

Member Engagement Officer Jeremy Thomas  
Any Member of Executive Leadership

## **DUES**

Treasurer Phillip Khommarath

## **IT/APP/WEBSITE ISSUES**

Communications Chair Ed Salm

## **FUNDRAISING & EVENTS**

Fundraising Officer Andrew Ortiz  
Events Chair CJ Maiorino

## **EQUIPMENT**

Logistics Chair Thomas Schmidt

## **SOCIAL MEDIA & PRODUCTION**

Digital Media & Production Officer Jack Higgins  
Any Member of Executive Leadership

# PATH TO THE REBELLION



## TAKE THESE STEPS TO COMPLETE ON-BOARDING FOR THE 23-24 SEASON.

### **Team Snap - *Within 48 hours***

- Current Users: Upload your photo
- New Users: Look for an invite in your email to download and join Team Snap.

### **Initial Club Dues - *Within one week***

All players will be invoiced \$40 via Team Snap. Payment is due by your third training session.

### **USA Rugby Registration - *Within two weeks***

To register, follow these steps:

1. Visit <http://xplorer.rugby/los-angeles-rebellion>
2. Click the Orange Register button.
3. Log in to Rugby Xplorer (or create an account)
4. Register as a SENIOR PLAYER and pay fees.

*New Rugby 101 participants who do not think they will continue past the initial four weeks DO NOT need to register for USAR.*

**ONCE YOU HAVE YOUR USAR ID NUMBER,  
ALL REMAINING TASKS CAN BE FOUND AT  
[LAREBELLION.ORG/MEMBERS](http://LAREBELLION.ORG/MEMBERS)**

### **Complete Player Profile - *Within two weeks***

Help us get to know you better!

### **Sign Agreements - *Within one month***

All players must sign liability, code of conduct, and media waiver forms.

### **Join Rebel Committees - *Within one month***

Optional for all Members - donate your time and talent to help us meet our season objectives!