



Beaumont Soccer Association

F009 - Referee Director, Mentors & Referees Honorarium Policy

Adoption Date: March 1, 2026
Revision No: 1

Policy Type				
Administrative	Board	Financial	HR	Technical

1. Definitions

1.1. **'Referee Director'** is a volunteer responsible for the administration and oversight of all referees officiating soccer games within the Beaumont Soccer Association Zone. This is a non-voting Board position due to the honorarium compensation received.

1.2. **'Referee Mentor'** is a volunteer who supports the development and retention of youth referees within Beaumont Soccer Association by providing guidance, instruction, and feedback. This position receives an honorarium, and may be held by a sitting Board Member without impacting their voting ability.

1.3. **'Referee/Assistant Referee'** is a volunteer who officiates in the BSA Zone, enforces the rules of the game, assists in maintaining player safety and conduct, and reports match results or incidents to the Referee Director. Referees and ARs receive an honorarium for their services, and may be held by a sitting Board Member without impacting their voting ability.

1.4. **'Honorarium'** is a payment or token of appreciation given to an individual for services rendered, typically on a voluntary, occasional, or non-contractual basis. It is not considered a formal salary or wage, but rather discretionary compensation for work, service, or participation.

2. Policy

2.1. Beaumont Soccer Association (BSA) recognizes the need for committed volunteer referees/assistant referees, mentors and a Referee Director, by



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compensating individuals through the honorarium system. The breakdown of the honorariums issued are as follows:

- 2.1.1. Referee Director: \$9/U9 game scheduled; \$12/U11-U19 game scheduled
- 2.1.2. Referee Mentor: \$750/season
- 2.1.3. Referees: U9 \$30/game; U11 \$35/game; U13 \$45/game; U15 \$55/game; U17 \$60/game; U19 \$60/game
- 2.1.4. Referee Assistants: U11 \$20/game; U13 \$30/game; U15 \$35/game; U17 \$35/game; U19 \$35/game

3. Change Control

Change Description	Approved on Date
New policy	Mar 1, 2026

