



January 4, 2010

Letter of Endorsement

Introduction: USA Rugby's Board of Directors and Congress have determined that the future growth and development of America's young rugby players is a high priority. To aid in this development the Board and Congress have endorsed State Based Rugby Organizations that have met appropriate nationally determined criteria.

SBRO Objectives and Development: While each SBRO's purpose should be tailored to fit its state and stakeholders' requirements, its activities should be based around 3 main objectives in line with USA Rugby's vision to "inspire [young] Americans to fall in love with rugby":

1. To lower the age at which young Americans are introduced to the game;
2. To increase the legitimacy of Single High School rugby programs within the State.
3. To increase the number and quality of club-based rugby programs for pre-college level players as a vehicle for increasing both the availability of the game and creating development pathways for more elite level athletes.

USA Rugby has established four stages of development for SBROs to follow which are set out in a national "Stages of Development" document:

1. Level 1 - Emerging SBRO
2. Level 2 - Developing SBRO
3. Level 3 - Functioning SBRO
4. Level 4 - Fully Sanctioned SBRO

Each stage is subject to an application and ongoing scorecard-based performance management process in conjunction with the National Office. Upon being approved at Level 2 an SBRO is recognized by the Board, Congress and USA Rugby's Bylaws as its own Associate Geographic entity, operationally independent from Local Area Unions and Territorial Unions. At Level 3, an SBRO may be considered financially independent of the LAU and TU as appropriate, no longer being mandated to pay individual or team membership dues to such LAU or TU. At all levels SBROs are encouraged to work with local societies, organizations and unions wherever possible to do what is in the best interests of developing the game.

USA Rugby Endorsement & Approval: In accordance with the aforementioned, it has been determined that Rugby Virginia has met the criteria required to be endorsed as a Level 3 SBRO and is therefore considered the primary development vehicle for youth and high school rugby within the State of Virginia.

Hereby acknowledged and approved:

Nigel Melville
CEO, USA Rugby