

# VANCOUVER UNITED FC

Game. Club. Community.

## VUFC Policy for Teams Hiring Pro Coaches

### Introduction

VUFC is a volunteer driven community organization. Our Club Board has identified affordability and inclusivity as Club priorities. Further, VUFC is seeking to build a dynamic soccer culture within our Club and provides substantial and expanding programs to support players, coaches and teams. The Club does not want the hiring of pro coaches by teams to erode Club efforts to develop capable volunteer coaches.

Thus VUFC generally discourages the hiring of professional coaches for Club teams. However, the Club also understands that there may be reasonable circumstances where a team wishes to hire a pro coach.

### Purpose of Policy

This policy sets out the rules and procedures for teams wishing to hire pro coaches. Teams seeking to hire a pro coach must comply with this policy or will be prohibited from hiring a pro coach.

### What Teams Are Ineligible to Hire a Pro Coach

1. In order to keep costs reasonable and emphasize fun and participation U6 to U10 teams are prohibited from hiring professional coaching. All needs for technical support will be provided by Club team programming and the Academy.
2. U11 and U12 Gold teams. It is intended that the Coaches of these teams will be identified by the TD staff, go through the two year comprehensive Club technical programming (the “U11 and U12 Gold Comprehensive Program”) and be supported by our TD staff. Accordingly, in these circumstances Gold teams should have excellent coaching and professional coaches will be prohibited.
3. Gold teams with a coach who completed the U11 and U12 Gold Comprehensive Program will be prohibited from hiring pro coaches from U13 to U18 unless there are exceptional circumstances (i.e. permanent or temporary loss of a coach or a coach’s inability to attend enough practices to provide adequate coaching for the team). Prior to proceeding with the approval process, the team must receive TD approval.

### What Teams Are Eligible to Hire a Pro Coach

1. As set out above the Club discourages teams hiring professional coaches. If coaching support is required teams should look to take advantage of Club programming that supports coach development.
2. However where necessary, the following teams are eligible to hire pro coaches:
  - U11 and U12 Silver and Bronze teams; and,
  - U13 to U18 teams with the exception of Gold teams coached by a coach who completed the U11 and 12 Gold Comprehensive Program as set out above.

### Procedure for Eligible Teams to Hire a Pro Coach

1. Any professional coach that wants to be hired by a VUFC team must meet the following requirements before a VUFC team may hire him/her:
  - a. Provide proof of passing a Criminal Record Check.
  - b. Register with the Club Technical Directors and be judged by the Club to be competent for the age and level they wish to coach.
  - c. Provide proof of comprehensive coaching liability insurance for the whole period of coaching activities. Coverage must be for a minimum of \$5 million dollars.
  - d. The hourly fees to be paid by the team to the professional coach must not exceed the following:

No Provincial B License or Equivalent      Maximum Hourly Rate is \$50/hour

Provincial B License of Equivalent      Maximum Hourly Rate \$120/hour

2. Any eligible team that wants to hire a professional coach must do the following prior to hiring a professional coach for the team:
  - a) Provide each team family notice that the team officials are proposing that the team hire a pro coach and the date, time and place for a team meeting to determine such. Further, a copy of this policy, VUFC Policy for Teams Hiring Pro Coaches, must be provided with the notice.
  - b) Quorum: At the team meeting at least  $\frac{3}{4}$  of the team players must be represented by a parent or guardian.
  - c) At the meeting a team official shall review this policy, VUFC Policy for Teams Hiring Pro Coaches.
  - d) All conditions relating to the terms of the hiring (length, frequency, fees, how and when fees are to be paid, terms of dissolution of agreement) must be provided to the team families.
  - e) Team officials and families shall then discuss the pros and cons of the team hiring a pro coach.
  - f) Once the discussion is completed, each family will have one vote in a secret ballot to allow people to vote without feeling pressure one way or the other. A minimum of 75% of the total number of team families must agree to hire a professional coach in order for the team to proceed with hiring a professional coach.

- g) If the team families vote to hire a pro coach, any family who was opposed will have the option to come forward and say they were against it and do not want to pay. They do not need to provide any further information.
- h) The team must then decide if those who do want to hire a professional coach wish to make up any shortfall or go to the professional coach and ask him/her to accept less money.