Coach Support and Compensation Program Policy

Approved By: Board of Directors
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Policy Owner: Director of Operations / Board of Directors

Coach Support and Compensation Program

1. Purpose

Coach certification is a critical component of the Canada Soccer National Youth Club Licence and is administered provincially through BC Soccer coaching requirements. The Abbotsford Soccer Association (ASA) is committed to ensuring that all coaches maintain the required certification standards to support compliance and uphold the quality of programming provided to ASA players.

Recognizing the time, effort, and commitment of parent-volunteers who step forward to ensure that every team has a qualified and certified coach, ASA established the Coach Support and Compensation Program in 2021.

The program is intended to support coach education, recognize volunteer contributions, encourage coach retention, and assist ASA in meeting its provincial and national licensing requirements.

2. Coach Registration Credit

Eligible volunteer coaches may receive a 100% registration credit equivalent to the registration fee for one child for the current assigned season, subject to the conditions outlined in this policy.

- The coach credit applies only to the current season in which the coach is assigned and meets the eligibility requirements.
- Credits may be applied to either the Fall or Spring registration period, as applicable.
- Credits cannot be applied retroactively to a previous season or carried forward to a future season.
- The credit has no cash value and cannot be exchanged for cash or other compensation.

Application and Approval

- A request to use a coach credit the Coach is required to submit to the Technical Lead or Technical Director the request before the player is registered in the ASA registration platform.

- The Technical Lead or Technical Director will confirm eligibility and notify the Director of Operations as soon as reasonably possible.
- The Director of Operations will ensure the registration is processed correctly and will apply the applicable early-bird registration rate, where applicable.
- A coach who registers a player before receiving approval may not be eligible to have the registration fee adjusted retroactively.

Sharing of Coach Credit

A Head Coach may share one coach credit with another Assistant Coach(es) assigned to the same team (if agreed upon by the coaches) the coaches credit, subject to consultation and approval by the Technical Lead or Technical Director.

Where the credit is shared:

- Head Coach + one Assistant Coach**:** credit divided equally between the two coaches.
- Head Coach + two Assistant Coaches: credit divided equally among the three coaches.

The total value of the coach credit shall not exceed the equivalent of one eligible player's registration fee.

Staff Coaches

Staff coaches are not eligible for the Coach Registration Credit.

3. Free Coach Certification

ASA will cover 100% of the cost of required coach education aligned with Canada Soccer and BC Soccer standards for eligible volunteer coaches.

Depending on the age group and coaching assignment, eligible courses may include:

- Active Start
- FUNdamentals
- Learn to Train
- Soccer for Life

These courses are delivered through ASA and/or approved Canada Soccer or BC Soccer pathways and form an important component of ASA's Youth Licence compliance requirements.

Coaches are responsible for completing required education within the timelines established by ASA, Canada Soccer, and BC Soccer.

4. ASA Coaching Kit

ASA will provide eligible volunteer coaches with:

- Two (2) ASA T-shirts
- One (1) ASA hoodie, *subject to budget approval*

Coaching apparel is intended to be worn during ASA training sessions, games, and other club activities where appropriate.

ASA may provide a winter jacket in lieu of the Coaches Credit at the commencement of a coach's second consecutive season of coaching, subject to budget availability and program approval.

The winter jacket option is at the discretion of ASA and is not an additional benefit to the registration credit. To qualify for the winter jacket, a coach must achieve a minimum annual attendance rate of 60% at applicable ASA in-house coach-development sessions, meetings, workshops, or other required development activities identified by ASA. The cost of the winter jacket will be $100.00 for which the coaches registration credit will apply. ASA will provide the additional funds for the jacket subject to the budget approval.

5. Staff Coach Mentorship and Technical Support

ASA provides ongoing mentorship and technical support to volunteer coaches throughout the season.

Support may be provided by the:

- Technical Lead;
- Technical Director; or
- Other ASA-designated technical staff.

Mentorship may include coach observations, practice support, technical guidance, feedback, resources, and professional development opportunities.

The purpose of the mentorship program is to support coaches in developing their knowledge, confidence, and ability to deliver quality player development programming consistent with ASA standards.

6. In-House Coach Development and Attendance Requirement

Volunteer coaches are expected to participate in ASA coach-development opportunities and maintain an active commitment to their coaching responsibilities.

To qualify for the Coach Registration Credit, a coach shall maintain the minimum annual attendance rate of 60% at applicable ASA in-house coach-development sessions, meetings, workshops, or other required development activities identified by ASA.

Attendance requirements may be adjusted where circumstances reasonably prevent participation, subject to approval by the Technical Lead or Technical Director.

Failure to meet the minimum attendance requirement may result in the Coaches Credit being withheld for that season.

7. Eligibility and Administration

Eligibility for the Coach Support and Compensation Program is determined by ASA based on:

- Coaching assignment;
- Volunteer status;
- Required certifications;
- Completion of applicable ASA requirements;
- Attendance and participation;
- Compliance with ASA policies and procedures; and
- Continued good standing with the Association.

ASA reserves the right to review eligibility and withhold or revoke a coach credit where a coach does not meet the requirements of this policy.

The Director of Operations, in consultation with the Technical Director and/or Technical Lead, has final administrative authority regarding the application and processing of coaches credits.

8. Program Intent

The Coach Support and Compensation Program reflects ASA's commitment to:

- Supporting and recognizing volunteer coaches;
- Increasing coach certification and education;
- Strengthening coach development pathways;
- Supporting coach retention;
- Maintaining Canada Soccer and BC Soccer compliance; and
- Providing a positive, consistent, and development-focused environment for ASA players.

This policy is intended to recognize the contribution of volunteer coaches while ensuring that coach-support benefits are administered fairly, consistently, and in alignment with ASA's operational and technical requirements.