



## Ottawa Beavers and Banshees Rugby Football Club

### Coaching Remuneration Policy November 2019



#### ***Purpose***

This Policy outlines the remuneration for coaching staff of the Ottawa Beavers and Banshees Rugby Football Club (OBBRFC).

#### ***Club Coaches***

The Ottawa Beavers and Banshees Rugby Football Club Executive acknowledges the time, effort and specialized expertise of their coaching staff.

Although Club Coaches do so on a voluntary basis, the Executive also acknowledges that there are many costs incurred through these efforts that could present a burden and disincentive for coaches in the fulfillment of their duties.

As a result, the OBBRFC Executive Board will endeavour, when financially viable, to pay for the following expenses related

- Coaching courses
- Coaching registration
- Player registration
- Club membership dues
- Police certificates
- Club player registrations for the coaches' children, if applicable
- Travel costs
- Club coaching uniforms

It will also endeavour to reimburse coaches for reasonable requests for other out-of-pocket expenses, such as medical supplies, etc.

#### ***Director of Rugby***

It is also the Executive Board's intention to prioritize the successful implementation of the Director of Rugby role, which aims to coordinate, support and integrate the coaching activities across the Club's multiple teams.

In recognition of the strategic importance of this position, the Executive will grant an honorarium to a maximum amount of \$500 following the conclusion of the fall season.

This position also has a maximum budget of \$500 to spend on discretionary expenses required to ensure coaching success across the organization.

#### ***Conclusion***

It is the Executive Board's understanding that these practices are consistent with the common practices for Clubs within the Eastern Ontario Rugby Union. The Executive Board may revise, amend, or abolish this policy at their discretion.