



Cross Country Canada – AltaGas Club professional coach support Program

APPLICATION DEADLINE: May 31st 2009

The AltaGas Club professional coach support program is designed to increase the number of Canadian clubs delivering year round, full service programs.

Through the sponsorship and support of AltaGas, CCC will identify clubs whereby financial support can assist in creating sustainable full time professional club coaching positions. The current sponsorship agreement with AltaGas will be reviewed in June 2010 with the intent on renewing terms beyond June 2011. Our plan is to offer a three (3) year program to clubs pending successful renegotiations with the sponsor and an annual review of the progress made by each club. The contribution over the three year term will include grants ranging from 15 000\$ the first year to 12 000\$ the second year to 8 000\$ the third and final year.

Clubs that are looking to hire a full time coach for the first time in 2009-10 will receive higher consideration but clubs that have only hired a full time coach for the first time in 2008-09 are also eligible for this funding program and will be considered as in the 2nd year of the agreement (12 000\$ grant for 09-10).

With the AltaGas Club professional coach support program, CCC seeks to achieve the following goals:

- 1- Help clubs hire full time coaches **for the first time or for a second year** to improve the clubs' ability to provide adequate programs that meet the development requirements of athletes from the L2T to T2C levels outlined in the LTAD, which will consequently enhance the quantity and quality of athletes constituting the NST talent pool.
- 2- Help create a decent and sustainable career path for professional club coaches and thus increase the retention level among our coaches; in particular this objective is focused on clubs and coaches who have demonstrated an ability to develop athletes through the L2T to T2C levels of LTAD and a commitment towards professional coaching development.
- 3- Improve coaches' financial conditions by recognizing acceptable and appropriate levels of remuneration.
- 4- Enhance the quantity and quality of coaches working at the T2C level including those coaches constituting the future NST coaches talent pool.
- 5- Encouragement of clubs to improve self-funding by providing initial support to build their capacity.

ELIGIBILITY REQUIREMENTS and ACCOUNTABILITY

- 1- The organization must be a club registered with its division and CCC and commit to hire a full time coach with the organization (1800hrs per year) by September 1st 2009. Funding will be conditional on the successful hiring of a full time coach by September 1st 2009 and up till August 2010, renewable thereafter.

Accountability: The organization must provide the hired full time coach contract outlining task description and commitment level (hrs per week, weeks per year). The hired coach must provide his professional career development plan.

- 2- The hired coach must be at least NCCP certified level 2 or Intro to Competition trained at the time of hiring, or demonstrate that his/her racing and/or coaching experience level is to be considered an equivalency of this requirement.

Accountability: Certification status will be verified and equivalent experience evaluated

- 3- The organization must guarantee a **minimum of \$30 000** for the coach's annual remuneration.

Accountability: The club president will be asked to sign a Memorandum Of Understanding with CCC that will stipulate the club's commitment to remunerate the coach 30 000\$ per year or more. CCC reserves the right to request the club's yearend financial statements for verification.

- 4- The club must offer year round programs and have a significant membership of athletes at the L2T stage and below, constituting a strong feeder system for a junior athlete development program.

Accountability: the club must provide an organizational chart presenting the various club programs and number of participants and coaches in each program.

- 5- Governance and development plan: the organization must be a non for profit incorporated organization, host an annual AGM, have operational policies, produce a budget and yearend financial statements. The organization must also provide a 09-10 operational plan addressing recruitment, events hosting, funding, athlete development and coaching development.

Accountability: The organization must provide the following:

- a) Last AGM year end reports and minutes
- b) 08-09 financial statements and 09-10 budget
- c) 09-10 operational plan

- 6- The organization must produce a model (generic) Yearly Training Plan for each of its training groups.

Accountability: The club YTP provided should ideally be in an excel format and must contain at least the following information: calendar with different training and racing periods, scheduled camps, prioritized races, monthly volume, priorities per period for each main performance parameters trained.

- 7- To reflect AltaGas' contribution, branding and media activities are expected of each participating club:

Accountability:

- All club members holding CCC racing licenses and coaches supported by the program will be expected to wear AltaGas branded toques during all competitions and formal PR activities. CCC will cover the cost of up to 20 toques. Additional toques cost will come out of the club's grant.
- Club may also place the AltaGas brand on team uniforms. Badges are available from CCC for this purpose.
- Club must identify AltaGas and CCC on their Club website and acknowledge their contribution
- Club must acknowledge AltaGas and CCC through other visibility programs consistent with major sponsors of the Club
- Club program participants must provide the regional HPSC with regular updates during the season outlining significant programs, events and achievements realized by club members; short summaries of these updates should also be provided for AltaGas purpose and to be posted on CCC's and the club websites
- Participating clubs must provide CCC and AltaGas with photo of team and photo files of team members in action featuring AltaGas branding by January 31st 2010.