

## Carine Netball Committee/Coaching Incentive Payments Policy - 2017

### Coach/Assistant Coach Incentive Payment:

The Carine Netball Club Committee recognizes the importance of having skilled coaches within our club. The Carine Netball Club is committed to providing 3-4 annual coaching clinics to improve our coaches' skills and to encourage uniformity within our coaching programs. We also recognize the need to engage our older players by providing pathways to enable them to remain within the club.

The committee therefore will provide an incentive payment for coaches who meet the committee set criteria.

Coaches and Coaches Assistants from 2017 will be entitled to a MAXIMUM of \$80/team coached per year based on meeting the below criteria:

#### **Coaches:**

- Will be eligible for a \$20 incentive per Coaching Clinic Attended during each Winter Season

#### **Assistant Coaches:**

- Will be eligible for \$20 incentive per Coaching Clinic Attended during each Winter Season
- Additionally, assistant coaches **must**:
  - Attend 80% of all training sessions for each team
  - Plan and run two training sessions per season

Mentoring coaches are to provide written feedback/email to committee confirming that the above has been achieved by their assistant coach.

*Assistant coaches will only be able to participate in the incentive program as an assistant coach for one team per winter season. Assistant coaches are NOT required to be the youth of our club, and can be parents also looking to learn to be able to coach autonomously in the future.*

**All final decisions regarding incentive payments will be decided by the Executive committee and all decisions presented to the committee at the last meeting of the winter season prior to the AGM will be final. *There will be no negotiations with the committee.***

**Payment:** Cash will be made available for each coach/assistant coach at the AGM held at the end of the season. This will be the only opportunity to receive the incentive, unless otherwise arranged **PRIOR** to the AGM with the committee via written email.

Coaches/Assistant coaches who do NOT wish to receive the incentive are welcome to communicate to the committee that their wish is to have their incentive donated back to the club. For those who do not collect their incentives at the AGM, they will be automatically be considered to have forfeited their incentive and will be donating to the club.

### **Committee Incentive Payments**

Carine Netball Club Committee recognizes the commitment of those who participate in many committee tasks throughout each year.

The committee aims to recruit many members each year to ensure that the committee can share the workload.

The committee from 2017 will therefore provide incentive payments to those who are willing to give up their time to participate in the ongoing duties required in running such a large community club.

### **Executive Committee Incentive Payments**

Executive Committee Members (President, Vice President, Treasurer, Secretary, Registrar) will each receive \$100 per year for holding their positions

### **General Committee Members**

General Committee Members will be eligible to receive \$50 if:

- They attend 80% of all committee meetings = 13 committee meetings

*(14 committee meetings/year, Windup, Information Day and Allocation Day = Total 17 meetings)*

- Be involved in a sub-committee or undertake an individual committee role/task (i.e. Grading Committee, Wind up Committee, Information Day Committee, Bunnings BBQ, Sponsorship coordinator etc.)

**All final decisions regarding incentive payments will be decided by the Executive committee and all decisions presented to the committee at the last meeting of the winter season prior to the AGM will be final. *There will be no negotiations with the committee.***

**Payment:** Cash will be made available for each committee member at the AGM held at the end of the season. This will be the only opportunity to receive the incentive, unless otherwise arranged **PRIOR** to the AGM with the committee via written email.

Committee Members who do NOT wish to receive the incentive are welcome to communicate to the committee that their wish is to have their incentive donated to the club. Those who do not collect their incentives at the AGM will be automatically considered to have forfeited their incentive and their incentives will be donated back to the club.

**Note:**

Incentive payments will be paid for undertaking more than one role, **however**, community members are unable to profit from their involvement in the club i.e.:

*Community Member #1 – Coached 2 Carine Netball teams, and attended all coaching clinics, additionally undertook an executive committee role for the year. This community member has one child in the Modified 7-9 age group.*

Coaching Team 1 - \$80

Coaching Team 2 - \$80

Executive Committee Member - \$100

**TOTAL**

Where maximum Player fees (Based on 2017 Fees *\*not including umpire fees*) = \$210.00\*\*

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**Incentive available = \$210.00 (capped at player fees)**

\*Assistant coaches will be independent of any parent involvement on committee or as coach. Assistant coaches should only participate in one Carine Netball Team per year.

\*\**Illustration purposes only*