



Sunshine Coast Minor Hockey Association
PO Box 1879
Sechelt BC, V0N 3A0

www.scmhockey.com

Leading, Developing and Promoting Positive Hockey Experiences

SALARY COMPENSATION FOR NON-PARENT HEAD COACHES U15A & U18A POLICY

Effective: September 2023

Review Date: February 2025

Purpose

The purpose of this policy is to provide a standard process and criteria for the remuneration of non-parent head coaches within the Sunshine Coast Minor Hockey Association (SCMHA) at the U15A and U18A levels. Recognizing the crucial role and the outstanding contribution of a non-parent head coach to the players' development, this policy will promote a fair reward system for committed services through financial compensation.

Scope

This policy applies to all non-parent head coaches serving the U15A and U18A divisions within the SCMHA.

Provisions

1. This policy provides that each non-parent head coach shall receive a flat compensation of \$6000.00 per season. This amount will be at the expense of the respective team that the coach serves.
2. This compensation is intended to acknowledge the time, effort, and expertise that non-parent head coaches bring to their respective teams.
3. All non-parent head coaches are still subject to the existing "Coach Expense Policy" for any additional expenses incurred for travel related to team-related activities.

Duration & Review

This policy is in effect beginning the 2023-2024 hockey season. A review of this policy will be undertaken by the Board in February 2025. During this review, the Board will evaluate the effectiveness, efficiency, and equity of this policy, and consider any necessary amendments.

Importance of Non-Parent Head Coaches

Non-parent head coaches play a significant role in creating a well-balanced learning environment for the players. They bring an unbiased perspective to player evaluation and development, and often have the ability to instill discipline and respect amongst players more effectively.

Furthermore, they can focus solely on coaching and team management without the potential conflicts that may arise when coaching one's own child.

It is expected that the compensation provided through this policy will improve the ability of the association to attract and retain talented non-parent coaches to the benefit of its teams and players.

Request and Payment Procedure

1. The request for compensation is to be initiated by the treasurer and invoiced through the TeamSnap app.
2. Non-Parent Head Coaches will be paid half the amount at winter break and the remaining half at the commencement of the season.
3. The team will be responsible for the sum of \$6000.00 divided equally amongst all players on the team.

This policy is made in good faith with the intent to strengthen the SCMHA by valuing the effort of non-parent head coaches. We believe that this will encourage dedication, commitment, and professional growth among our team staff, leading to outstanding performances and experiences for our players.