



Coach Remuneration Policy 2023

This policy is aimed to provide clarification and transparency with respect to coach remuneration for VIBC Programs.

- **Lead Coach for a Program**
 - 1 Lead Coach needed for each program session (Bears, Rec Youth, Rec Adult)
 - Minimum requirements:
 - **Silver Community Coaching Course**
 - Criminal Record Check
 - PAL
 - Remuneration:
 - Honorarium of \$30/session (\$300/season)
 - Mount Washington coaching pass (1/2 of a Nordic Season pass)*

- **Assistant Coaches**
 - Minimum requirements:
 - Criminal Record Check
 - An interest in learning more about biathlon
 - Encouraged (but not necessary):
 - PAL
 - Some experience with skiing and/or shooting
 - Remuneration:
 - Mount Washington coaching passes (1/2 of a Nordic Season pass)*
 - No honorarium provided for programs of 6 or fewer athletes
 - Honorarium indexed to size of the group, using 1:6 coach-to-athlete ratio.
 - May be divided up amongst multiple assistant coaches
 - Opportunities for learning:
 - Coaching Development Program
 - Silver Course



Tying Coach Remuneration to Program Size:

	Total	Lead	Assistant(s)
• 6 (or fewer) athletes	\$300	\$300	\$0
• 7 athletes	\$350	\$300	\$50
• 8 athletes	\$400	\$300	\$100
• 9 athletes	\$450	\$300	\$150
• 10 athletes	\$500	\$300	\$200
• 11 athletes	\$550	\$300	\$250
• 12 athletes	\$600	\$300	\$300

- **Coaching for Extra Programs**

- There will be no honorarium provided to coach extra programs, including:
 - Give it a Shot
 - School Programs
 - Strathcona Nordic Adventure Program (SNAP)

Note: Head Coach Remuneration and reimbursement of travel expenses for away races are addressed in subsequent club policies. Please see:

- *Coach Travel Expenses Policy 2023*
- *Head Coach Policy 2023*

* Mount Washington coaching passes are provided at the discretion of Mount Washington Alpine Resort (MWAR). VIBC will continue to advocate for these passes annually.