



Policies and Code of Conduct

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Lump Sum Abridged Contract
Consulting and Professional Services

Definitions

“The Club” refers to the FC Capital United Soccer Club.

“Football” means “Soccer” and visa versa.

“Players” are members in good standing with the team and are not delinquent of payments; are properly registered, and are committed to The Club’s standards within the development program.

Coaches:

“Assistant Coach” is the designated assistant coach for a team.

“Club Head Coach” is the designated coach for the Club.

“Squad Coach” is the designated staff coach for a specific boys or girls age group.

“Team Coach” is the designated coach for a team (or the replacement during the game).

EODSA is the Eastern Ontario District Soccer Association (www.eodsa.on.ca).

MJDL is the Multi-jurisdictional District League of the ERSL.

OSA is the Ontario Soccer Association (www.soccer.on.ca).

OYSL is the Ontario Youth Soccer League (www.oyslsoccer.com).

NCCP is the National Coaching Certification Program (www.coach.ca/e/nccp).

YDP is The Club’s Youth Development Program.

APPLICATIONS TO COACH AND CLUB APPOINTMENT OF COACHES

Philosophy: The Club will evaluate and recruit competent coaches and will support them in their desire to improve their technical skills.



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1. People applying to coach at The Club must submit the completed application form provided by The Club. This form must be accompanied by the names, addresses, and phone numbers of at least two (2) references, and must include the required completed "police check" documents and identification required to complete the police check process.
2. Applications to coach for the outdoor season should be submitted as early as possible (December 31) to facilitate processing of the application forms in time for the beginning of the outdoor season. However, applications to coach can be evaluated when received at any time during the year.
3. The Technical Director will appoint candidates as coaches after consultation with Club Head Coach.
4. Coaches appointed by The Club will receive a letter of appointment stating the terms of their appointment (term of appointment, responsibilities, etc).
5. Terms of appointment for coaches will normally be set for a maximum of 2 years with same squad/team at the mini levels (U9, U10, U11) and 1 year for youth (U12-U21).
6. Coaches re-appointment will be pending assessments, as conducted by the Technical Committee, at the end of each year.

COACHES TRAINING, EDUCATION, AND EVALUATION

Philosophy: The Club will strive to have the best coaches in the region and will do its best to ensure that existing coaches be given opportunities to improve their technical skills.

1. Coaches must have played the game of football.
2. Coaches must have successfully completed training offered through the NCCP: Community 1, Community 2, and Senior Community Coach.

Level 4 / 5 (Premier/Div1)	Minimum Senior (3)
Level 3 (Regional)	Advanced/Pre-B
Level 1 (OYSL)	Provincial B

3. All Coaches must attend mandatory in-house training under the direction of the Club Head Coach.
4. The Club Head Coach must recommend all applications from Coaches for advanced training (Pre B, Provincial B, National B, National A)
5. Coaches taking basic or advanced training will be reimbursed on successful completion for all expenses pre-approved by the Technical Director.



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6. Coaches will receive written evaluations by the Club Head Coach at the end of both the indoor or outdoor seasons. Copies of the evaluations will be given to both the individual Coach and the Technical Director.
7. Players and parents will also be asked to complete a coaching evaluation form for their Squad, Team, and Assistant Coaches at the end of each summer season.

COACHING BEHAVIOUR

Philosophy: Coaches are both role models for the Players and ambassadors for The Club.

8. It is imperative that Coaches behave in accordance with the letter and spirit of the laws of the game.
9. The Club fully supports the OSA and EODSA policies on proper coaching behaviour towards game officials. The Coach's attitude and action regarding the referee are paramount in setting the tone of a game for Players and spectators. The Coaches must also be fully aware of the OSA and EODSA Policies on proper coaching behaviour towards game officials
10. Coaches will refer to The Club Coaches' Manual for fair play guidelines and OSA's harassment document for the zero tolerance.
11. Coaches must wear proper Club attire at all games and practices.

WINTER AND SUMMER DEVELOPMENT

Philosophy: The Club is dedicated to the philosophy of "year round" development of Players. It is the philosophy of The Club to strive for high levels of player development.

Level 5 - Minis (U10, U11) / Level 5 & 4 - Youth Premier and Div 1 (U12 –U16)

12. Summer Session – Players must attend 2 training session weekly, in addition to their scheduled games.
13. Winter Session – To improve their chances to play at the Premier level, players are expected to attend a minimum of 1 session per week for the following outdoor session.

* Length of Training sessions should not exceed 1H15.

Level 3 - Regional



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14. Summer Session – Players must attend 3 training session weekly, in addition to their scheduled games.
15. Winter Session – Players are expected to attend a minimum of 2 session per week, including the indoor league game.

* Length of Training sessions should not exceed 1H30.

Level 1 - OYSL

16. Summer Session – Players must attend 3 training session weekly, in addition to their scheduled games.
17. Winter Session – Players are expected to attend a minimum of 3 session per week, including the indoor league game.

* Length of Training sessions should not exceed 1H45.

EQUAL PLAYING TIME, FAIR PLAYING TIME, STARTING 11

Philosophy: It is the aim of The Club to provide a solid training program for all Players. For U11 and under, this focus is strictly developmental, but will shift to commitment and performance in later years. However, the Club will focus on performance in older age categories.

18. Coaches must be familiar with, and abide by, the fair play standards set by The Club, the EODSA, and the OSA (as posted on their respective websites).
19. All Players must get EQUAL PLAYING TIME for teams in the YDP and the Mini programs (U11 and under), assuming that the players meet attendance, commitment and work ethics requirements.
20. All players must get FAIR PLAYING TIME for teams from U12-U13. FAIR PLAYING TIME is defined by the Team Coach as it relates to the player's attendance, commitment, work ethic, and performance.
21. Team Coaches may introduce the concept of STARTING 11 in the U14 age group and up. STARTING 11 is defined as those 11 players selected to play the majority of the game, assuming that the players meet attendance, commitment, work ethics and performance requirements.



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SQUAD AND TEAM SELECTIONS

Philosophy: It is The Club's philosophy to promote the "squad" approach to allow Players of the same age group to often practice together. All Players must be given equal opportunity to compete for positions on Club teams. Players shall be placed on a team where she or he will be able to compete successfully and to be challenged accordingly. This means that Players will be able to continue their football development while maintain positive self-esteem. Players will be selected based on the criteria related to their specific age group and to the needs of the squad or team.

22. The Club functions on the basis of squads when numbers warrant. The Club Head Coach selects the Squad Coaches.
23. All opportunities will be given to Players in the same squad to play at higher levels during the regular season or during tournaments. This selection shall occur before Players are solicited from younger age groups or from outside The Club.
24. The Squad Coach is an experienced coach who will work with a specific age group. The Squad Coach will also work collaboratively with assistant, junior or youth coaches who can be responsible for the second or third team in an age group.
25. Coaches shall give Players feedback during the tryout period so Players know how they are performing and what they have to do to improve their performance.
26. Squad Coaches, Team Coaches, and the Club Head Coach will work together during the tryout period to ensure that Players are placed on teams that will allow them to compete at the appropriate player level.
27. The final selection of all Players on the teams will be made jointly by the Squad, Team, and Club Head Coach and must be confirmed in writing by the Club Head Coach.
28. The Club holds open tryouts for the teams at various times during the year.

PLAYERS OPPORTUNITIES

Philosophy: The Club's Player First Philosophy is crucial to its Long Term Player Development objective; Players shall be given every opportunity to progress and excel in an advanced, learning and positive environment. With the Club Head Coach and Technical Committee support and assistance, coaches' must correspond together and communicate constantly about players, especially those identified as advanced. Talent must be nurtured within the club structure, with the player's benefit being the priority, in order to ensure consistent approach to Player Development.



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29. Advanced and committed players to be given maximum number of times for call-ups opportunities over a season.
30. Advanced and committed players to be provided with additional and advanced training sessions as deemed required by the Club Head Coach.
31. Advanced and committed players to be recommended to the OSA Region 5, Provincials, Nationals and other opportunities that may arise, with the assistance of the Team Coaches by the Club Head Coach and Technical Committee.

TOURNAMENTS

Philosophy: Tournaments have a positive role in player, team, and Club development. However, the current North American obsession with attending too many such events actually hinder player development by reducing practice time and exposing young players to injury due to too many games in a short period of time:

32. The Club limits the number of tournaments that each team can enter to a maximum of three.
33. The Club designates or recommends specific tournaments for teams depending on whether they are the first, second, or third team in the squad.
34. The Club recommends that teams register well in advance to allow for several Club teams to attend the same events together.
35. It is the responsibility of the Team Manager to notify The Club, tournament organizers, parents, and Players of their team's participation in tournaments.
36. Unless unfortunate circumstances prevail at the time of the tournament, all teams, starting at the U12 and up, must enter the Ontario Cup. The Ontario Cup competition determines the top team in the province and, if won, will lead to the Canadian Championship tournament.
37. To ensure that the Players get the maximum benefit from both the squad system and tournament play, Squad and Team Coaches must note that some tournaments are designated AAA, AA, or Recreational.

The following is a list of tournaments that the First teams should target per the appropriate age group:

- a) Ontario Cup Tier 1 (U12 and up)
- b) Capital United Mini Boys World Cup, June
- c) Capital United Youth Girls World Cup, September
- d) Ice Breaker (Minis U10/U11 & U12), late May
- e) OSU Girls (Minis U10/U11), June; Boys in July



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- f) Gloucester International (Minis U10/U11, U12), July/August
- g) Robbie International (U12, U14, U16), July
- h) National Capital Girls Invitational (U12 and up), early August
- i) Brossard Tournament (U11 through U14), early August
- j) Granby International (U12 and up), Labour Day.
- k) Erin Mills International (U13 – U18), September

The following tournaments are designated appropriate for the squad's second teams in a particular age group:

- a) Ice Breaker (Minis U10/U11, U12 and up), late May
- b) OSU Girls (Minis U10/U11), June; Boys in July
- c) Nepean Friendship (Minis U10/U11), June
- d) Gloucester International (Minis U10/U11, U12-U18), July/August
- e) Kingston (U11, U12), late July

Note: The Ontario Cup tournament shall count as ONLY one tournament. Also, as part of The Club's **International Program**, teams attending specific International tournaments such as Mondial Pupilles (France), Norway, USA CUP, Romanian or German tournaments, shall limit their number of tournaments to less than three.

For **Showcase Tournaments**, please seek advice from the Technical Committee.

Level 1 - OYSL teams are reminded to participate ONLY in the Ontario Cup tournament during their first year at that level due to the number of League games and the demand of their travelling schedule (most OYSL games are on weekends).

CODE OF CONDUCT

FC Capital United Soccer Club accepts its responsibility to children, young adults, parents, volunteers and staff involved in its programs and is committed to ensuring adherence to the following policy to support the provision of sound, safe, and healthy soccer experience in our community. The Club has an obligation to take all reasonable measures to care for and protect their participants from harm. The need to screen an applicant is dictated by the nature of a coach's position and its inherent level of risk. Indeed a coach is in a high risk position because they are in direct contact with, or provide direct service to, vulnerable individuals, such as children, and because they are in a position of trust, power or influence.



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Listed below are some guidelines. A Capital United coach:

- Shall never be alone with a player
- Shall not be responsible for transportation to/from practices/games/tournaments
- Shall not be responsible for water or snacks
- Shall be a role model - no drugs/alcohol/smoking or abusive language at practices/games/tournaments
- Shall comply with the Dress Code as defined by the Club
- Shall ADHERE to OSA and Club policies
- Shall embrace Club values, principles, and policy as per Club Constitution
- Shall demonstrate the ability to set and maintain standards for players (i.e. respect, self-discipline, fair play)