

SUPPORTING OUR FIT COACHES

Background:

Females in Training (FIT) relies heavily on the involvement of our coaches to support our members in their training pursuits, and to help conduct the Club's weekly training sessions and our annual training programmes.

Our Club has been founded on the philosophy that all FIT administrators and coaches undertake their roles on a voluntary basis. This helps the Club to achieve its outcomes, whilst still being able to maintain our annual membership fees at a low and affordable rate.

However, the Club understands the time commitments involved in coaches obtaining accreditation, as well as the high cost often involved in meeting accreditation requirements and maintaining appropriate insurance coverage. To support our coaches in this regard the FIT committee has endorsed the following policy in relation to coaching costs for our members.

Policy

1. As an organisation which has evolved on the basis of volunteer help, combined with the club's low income base, FIT coaches are not paid directly to undertake the coaching duties for which they nominate.
2. To support our coaches, FIT will meet 100% of the cost for members to undertake preliminary accreditation courses in the disciplines of triathlon, running, cycling or swimming.
 - a. Reimbursement will be provided on completion of the course, and on confirmation of accreditation status.
 - b. Where grant funds have been obtained by the Club to meet accreditation costs, course fees will be paid up front directly by the Club.
3. FIT will meet 50% of the cost of any re-accreditation courses that coaches may be required to subsequently undertake to maintain coaching credentials.
4. FIT will meet 50% of the cost of (annual/bi-annual/other yearly basis) insurance costs for coaches, which enables accreditation to be maintained.
5. All reimbursements can only be approved by the FIT Committee following provision to the Treasurer of the 'Request for Coaching Expenses Reimbursement' form at Attachment A below, along with receipts (or copies thereof) which states the cost of the course/insurance, and indicating to whom the payments have been made.
6. This policy will take effect from 1 January 2005 onwards. Claims for accreditation/insurance costs from 1 January onwards can be put forward for the approval of the FIT Committee.
7. Any coaches who are seeking reimbursement of cost must have signed the FIT Coaching Agreement, indicating a commitment to provide a minimum of 12 hours coaching support to the Club each calendar year.

Endorsed by the FIT Committee