

Coaches Monthly Pay Recommendation

Introduction

To the SWA Board of Directors:

Please view this document as the SWA Coaches Committee's proposal to suspend the monthly coaches pay stipend until further notice. This hiatus will allow the committee to either create comprehensive policy recommendation on coach's pay that is designed specifically for our organization or if the SWA should continue to remunerate our coaches in this manner.

Background

To provide context for this issue, it is important to recognize that there is, in fact, no SWA policy on this matter. Board members indicate that this item was updated and approved in the past two or three years. However, not only does the policy not address the matter of coaches' compensation, the SWA Board minutes have been reviewed and provide no record on this matter. The SWA is unsure how this remuneration was approved, by board vote or by the executive. Even if this item was approved by the Board, any board member receiving said remuneration would have had to disclose a conflict of interest under our current policy and would then be unable to vote on the matter. Even if it is determined that the policy was approved properly, no one is sure what exactly are the requirements to receive said remuneration (as outlined by the committee). Lastly, the application of this policy has been applied haphazardly and inconsistently at best. There is no rhyme or reason as to why certain coaches receive payment while others do not.

Under our current policy suite, the SWA Board/Committee members are required to:

1. 3.5.1.3 Ensure that the Association's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities
2. 3.5.1.4 Conduct themselves openly, professionally, lawfully and in good faith in the best interests of Association
3. 3.5.1.5 Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism
4. 3.5.1.8 Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which the Association is incorporated
5. 10.1.2 "Conflict of Interest" – Any situation in which an Individual's decision-making, which should always be in the best interests of the Association, is influenced or could be influenced by personal, family, financial, business, or other private interests.
6. 10.2.1 Individuals who act on behalf of an organization have a duty first to that organization and second to any personal stake they have in the operations of the Association. For example, in not-for-profit organizations, Directors are required, by law, to act as a trustee (in good faith, or in trust) of the Association. Directors, and other stakeholders, must not put themselves in positions where making a decision on behalf of the Association is connected to their own "pecuniary" or "non-pecuniary" interests. That would be a conflict of interest situation.
7. 10.3.1 The Association strives to reduce and eliminate nearly all instances of conflict of interest at the Association – by being aware, prudent, and forthcoming about the potential conflicts. This Policy describes how Individuals will conduct themselves in matters relating to conflict of interest, and will clarify how Individuals shall make decisions in situations where conflict of interest may exist.
8. 10.3.2 This Policy applies to all Individuals.
9. 10.5.1 On an annual basis, all the Association's Directors, Officers, Employees, and Committee Members will complete a Declaration Form disclosing any real or perceived conflicts that they might have. Declaration Forms shall be retained by the Association.

10.10.6.1 Decisions or transactions that involve a conflict of interest that has been proactively disclosed by an Individual will be considered and decided with the following additional provisions:

1. a) The nature and extent of the Individual's interest has been fully disclosed to the body that is considering or making the decision, and this disclosure is recorded or noted.
2. b) The Individual does not participate in discussion on the matter.
3. c) The Individual abstains from voting on the decision.
4. d) For board-level decisions, the Individual does not count toward quorum.
5. e) The decision is confirmed to be in the best interests of the Association.

The following is the recommendation of the Coaches Committee.

From: Synergy Strength <chad@synergystrength.ca>

Date: March 18, 2019 at 10:20:54 AM HST

To: Kelly Brown <macbrown@shaw.ca>, "J. Moe" <lm.moe@sasktel.net>, kenneth Trofimuk <kentro@sasktel.net>, Brandon Blenkarn <brandonblenkarn@dal.ca>, Jason Cain <jason@reebokcrossfit306.com>

Subject: Coaches Committee recommendations

COACHES MONTHLY PAY RECOMMENDATION:

The coaches committee at this point in time highly recommends fully ceasing monthly coaches pay until further notice. We have discussed a few alternative options, but have not finalized any formal recommendation at this time, but given the current structure we recommend ceasing payments immediately for the following reasons;

- There were only verbal discussions had in the past outlining the requirements for coaches pay and they are not being followed correctly. As far as we can understand the previous requirement for coach pay was that a coach have 4 or 6+ athletes as active SWA members and actively coach them in competitions. This former verbal requirements laid out are NOT

being adhered to by the SWA and this is a problem as we have coaches without athletes being paid and coaches with athletes who are not paid, consistency is key here and our committee will be working on alternative options for the future, but for now move to cease pay.

- To pay coaches legally and ethically we need to have the requirements laid out in policies and procedures, not only held up by a conversation once had.

- We believe payments should be made to coaches that have "earned" it or do work for the association in return for remuneration, which is currently not occurring. This would include certification courses, workshops, etc.

This is our only formal recommendation (more to come) and we hope that the board and executive take time to understand our position and the reasons behind ceasing coaches pay immediately - **we would like the exec to possibly discuss this option before April as we do not believe 30 days notice is required, as there is nothing in writing that states otherwise and for the betterment of the association it would be ideal to act upon this immediately.**

Conclusion

Based upon the recommendation and our review of the current SWA policy, it is the Executive Committees view that the SWA can no longer allow this program for remunerating coaches to continue as it does not meet our policy mandate. The program must be suspended immediately and not be reinstated unless:

1. Governing policy is clear
2. Transparent method of application
3. Policy is properly approved under our bylaws
4. In compliance with Sask Sport and otherwise meeting all current requirements of the law.

The SWA Executive