

Tier/B Coaches Monthly Stipend Payment Plan

It will be the policy of the Portland Junior Hawks to pay a monthly stipend to one non-parent/guardian, non-family member, head coach and one non-parent/guardian, non-family member, assistant coach per Tier or B team. The monthly stipend payment plan seeks to help defray costs incurred by volunteer coaches for missed work days, holiday over-time opportunities, vacation days, and other expenses not reimbursed by the Portland Junior Hawks or their teams. Any abuse of this policy will result in immediate termination of the monthly stipend payment benefit.

The goal of this program is to retain the highest quality coaches for the Portland Junior Hawks programs. This has been an increasingly difficult task in recent years due to the higher cost of living and competing youth hockey associations in the area. The monthly stipend will help ensure that this goal is achieved.

The stipend payment amounts will be determined and set by the PJH board at the beginning of each season in accordance with the annual budgeting process. The stipend plan and payment schedule will be reviewed at the end of each season and adjustments made if such action is necessary. Teams may supplement the stipend payment if they choose to do so at the team's expense.

In order for the head coach and the assistant coach to receive this monthly stipend, they must be independent of any player, i.e. non-parent/guardian and/or a non-family member. If the head coach and/or assistant coach have a brother, sister, grandchild, niece, nephew, cousin in the Portland Junior Hawks organization, they will not be eligible for the monthly stipend payment. If the head coach and/or the assistant coach have a child (including biological, step, foster and/or billeted child) in the Portland Junior Hawks organization, they will not be eligible for the monthly stipend payment.

The monthly stipend will be paid only during the fall/winter season in session for a period of six months. When league play or tournaments continue beyond the PJH season, a pro-rating of the stipend may be paid with board approval. A check request form must be filled out for each month in order to receive the stipend.

Coaches participating in the Monthly Stipend Plan must also commit to an additional 5 hours per month assisting with the development of all Portland Junior Hawks members and coaches during the season the stipend is paid. This commitment includes running Skills Clinics for both House and Tier/B Leagues, and mentoring/working with the House League coaches to help provide a quality House League program.

The monies to fund this plan will come from Portland Junior Hawks Association fundraising programs and/or efforts of the Tier/B League and will be paid directly from the Portland Junior Hawks Association main account. No team will be billed for the coaches' stipend. Fundraising programs currently in place include the Hotel Commission Program, the 5% Return to Association on fundraising and sponsorship funds, and Tier/B Tournaments held by the Portland Junior Hawks. We will continue to look at other sources of funding,

such as sponsorships, to help fund the program. Registration fees will not be increased to provide funding. The Coaches' stipend will come from the general fund.

The IRS has strict guidelines relating to the reimbursement and/or payment of expenditures to individuals for a 501(c)3 organization. Any violation of the guidelines will result in immediate termination of the Monthly Stipend Payment Plan. Form 1099s will be issued before January 31st for stipend amounts paid during the calendar year immediately preceding.

The monthly stipend payments for the 2006-07 season have been set as follows:

U-18 Midget Tier II

Head Coach = \$500 per month
Asst. Coach = \$250 per month

Peewee Tier II

Head Coach = \$300 per month
Asst. Coach = \$150 per month

U-16 Midget Tier II

Head Coach = \$500 per month
Asst. Coach = \$250 per month

Peewee B

Head Coach = \$200 per month
Asst. Coach = \$100 per month

Midget B

Head Coach = \$400 per month
Asst. Coach = \$200 per month

Bantam Tier II

Head Coach = \$400 per month
Asst. Coach = \$200 per month

Squirt Rep

Head Coach = \$100 per month
Asst. Coach = \$50 per month

Bantam B

Head Coach = \$300 per month
Asst. Coach = \$150.00 per month

U-19 Girls A

Head Coach = \$400 per month
Asst. Coach = \$200 per month