



# RINGETTE NEW BRUNSWICK HIGH PERFORMANCE PROGRAM COACHING STAFF POLICY

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R2025-09

## 1. References

- 1.1. RNB Expense Claim

## 2. Definitions

- 2.1. *Non-Parent Coach*: A coach who does not have a child or legal ward registered on the team they are coaching.
- 2.2. *Coaching Staff*: Roles include Head Coach and Assistant Coach(es).

## 3. Purpose

- 3.1. The purpose of this Policy is to ensure that Ringette New Brunswick (RNB) supports the involvement of skilled and dedicated *Non-Parent Coaches* on High Performance (HP) teams *Coaching Staff* to ensure a high-quality developmental and competitive experience for our players, while maintaining fairness, transparency, and financial responsibility.
- 3.2. In addition, this Policy ensures all RNB HP coaches, both parent and non-parent, are consistently ratified by the RNB Board to maintain quality, accountability, and alignment with organizational standards. We appreciate the dedication and commitment of all our coaches and strive to create a positive and supportive environment for our athletes.

## 4. Coaching Staff Ratification

- 4.1. Ratification Requirement
  - 4.1.1. All RNB HP Head Coaches and Assistant Coaches, regardless of their parent or non-parent status, must be ratified by the RNB Board of Directors before the start of the season. This ensures that all coaches meet the standards and requirements set forth by the association.
- 4.2. Submission for Ratification
  - 4.2.1. All interested applicants must submit their application to RNB Executive Director @ [rnb.executivedirector@gmail.com](mailto:rnb.executivedirector@gmail.com)
  - 4.2.2. The selection process will include interviews conducted by the Executive Director, HP Coordinator, and Director of Coaching.
  - 4.2.3. Following interviews, the Executive Director and Director of Coaching will make staffing recommendations to the RNB Board, which will then vote to finalize appointments.

## 5. Budget Allocation

- 5.1. Budget Limitation
  - 5.1.1. The budgeted amount to cover the costs associated with *Non-Parent Coaches* on an RNB HP team's *Coaching Staff* will be limited to an amount equivalent to the costs for two (2)



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*Non-Parent Coaches.* This includes, but is not limited to, expenses such as travel, accommodation, and stipends.

## 5.2. Funds Distribution

5.2.1. If more than two (2) *Non-Parent Coaches* are named to the RNB HP team's *Coaching Staff*, the allocated funds must be divided among the non-parent *Coaching Staff*. The total budget will not be increased to accommodate additional *Non-Parent Coaches* beyond the equivalent cost for two (2) coaches.

## 6. Additional Provisions

### 6.1. Number of Coaches:

6.1.1. Teams may name more than two (2) *Non-Parent Coaches* to their *Coaching Staff*. However, it must be understood that the funds available to cover their associated costs will not exceed the budgeted amount equivalent to two (2) *Non-Parent Coaches*.

### 6.2. Funding Adjustments:

6.2.1. Any adjustments to the distribution of funds among *Non-Parent Coaches* should be agreed upon by the *Coaching Staff* and the Team Manager and communicated to the RNB Board for approval. This ensures transparency and accountability in the management of the team's budget.

### 6.3. Compliance:

6.3.1. Non-compliance may result in the withdrawal of financial support for *Non-Parent Coaches* and other associated consequences as determined by the RNB Board.

*The publication of Ringette New Brunswick policies will be in the English and French languages. In the case of conflicting interpretations, the English version will prevail.*