

SECTION 11.1

**NATIONAL TRAINING CENTRE COACHING SUPPORT
PROGRAM 1997-2004**

JUNE 1997

CAWA NATIONAL TRAINING CENTRE COACHING SUPPORT PROGRAM **1997 - 2004**

(APPROVED BY THE CAWA BOARD OF DIRECTORS - JUNE 21, 1997)

PROGRAM:

The National Training Centre Coaching Support Program (Coaching Program) will have two elements; a Training Centre Grant and a Training Centre Endowment both dedicated to coaching support.

The Training Centre Grant will serve as the bridge from the National Training Centre Program that has been in existence since 1984 to the Training Centre Endowment which will generate funds for coaching salaries over the long term.

PURPOSE:

To provide a means whereby the CAWA can participate in the funding of coaching positions at recognized National Training Centres in perpetuity.

GOALS:

1. To stabilize wrestling coaching positions at university based training centres which, in turn, contributes to the strengthening of the CIAU.
2. To eliminate the Program after two quadrennial periods (eight years) to allow funds to be directed, where available, into other areas.
3. To respond to continued reductions in federal government funding to the CAWA.

GUIDING PARAMETERS:

1. In the year 2005 the CAWA will no longer be in a position to fund a National Training Centre Coaching Support Program.
2. The CAWA and its partners will develop a program to ensure funding is in place beyond April 1, 2005 to support coaches salaries at National Training Centres.

GUIDING PRINCIPLES:

1. To develop a program to provide future funding for coaches at training centres while maintaining a grant program that ensures we don't lose current institutions.
2. The training centre, in partnership with its provincial association, will determine where they will seek the required matching funds from.

3. The amount of time a centre will have to marshal the required matching funds will be 3 years beginning on June 1st of their specific year of eligibility.

The centre will provide the CAWA Executive Committee with: a Plan to raise the matching funds, a Timetable for achieving 25%-50%-100% of the matching funds and an annual report (on June 1st of each year) stating the progress of the Plan and Timetable.

Centres anticipating the opportunity to acquire the CAWA Endowment would be advised to start their matching funds campaigns at the earliest date.

4. For the first six (6) endowments, \$ 50,000 matched four (4) ways is the optimal goal for the endowment, however, we will allow a sliding scale back to \$ 25,000 matched four (4) ways should a matching funds campaign fall short of its target.

In circumstances where a campaign fell short of having \$ 50,000 matched four ways, the CAWA would have the right to reduce its original investment on a proportionate basis.

5. The centre must have a tie to a CIAU/NAIA university wrestling program to qualify for an endowment.
6. Interest which accrues in favour of the CAWA's original investment in any centre's campaign (\$ 50,000 - \$ 25,000) may be added either to the annual payment made to that centre until they reach their goal or to the original amount of the CAWA investment to increase the principle.
7. The National Training Centre designation is important and must be sustained within the endowment program and training centre grant contracts.

TERM OF THE PROGRAM:

The Program will operate for eight (8) years in both parts; Grant and Endowment.

The Grant portion will see the number of centres in receipt of grants decrease on an annual basis. From thirteen (13) university based centres at April 1, 1997 the number will be reduced by one per year in each of the first five years, in year six a reduction of two more and in years 7 & 8 a reduction of 3 per year. This will wind down the program by March 31, 2005.

The CAWA will also provide a grant to two (2) additional clubs in each of the first four years of the program. This grant will be reviewed after the first four years (March 2001) to evaluate the impact with the intent of continuing the grant program and/or allowing for an appropriate endowment opportunity for the clubs.

The Endowment schedule will allow for the first six centres to receive a CAWA endowment of up to \$ 50,000 on a prescribed matching funds basis.

The first \$ 50,000 will be offered to the top ranked university based centre, based on the criteria noted in Attachment 'B', on June 1, 1997. The CAWA funds will be set aside for investment as of July 1, 1997.

Five additional \$ 50,000 endowments will be provided, one per year, on July 1st of each succeeding year up to, and including, July 1, 2002.

Beginning July 1, 2002 the CAWA will offer endowments of a lesser value, \$ 25,000, to the remaining seven centres.

One \$25,000 endowment will be made available July 1, 2002, three \$ 25,000 on July 1, 2003, and an additional three on July 1, 2004.

This scheduling of payments over the term of the program will allow the CAWA to endow all thirteen centres while withdrawing from annual grants on a gradual basis.

MATCHING FUNDS:

The matching funds required to access the \$ 50,000 will be four times that amount, \$ 200,000, yielding a principle investment amount of \$ 250,000.

The matching funds required to access the \$ 25,000 will be four times that amount, \$ 100,000, yielding a principle investment amount of \$ 125,000.

As noted in Guiding Principle #2, the source of the matching funds will be determined by the training centre in partnership with the provincial association.

The CAWA's primary interest is to see its funds used to support full and part-time coaching positions at the funded training centres. The means to marshal the matching funds is not the CAWA's jurisdiction. The use of the funds we endow the centre with is our jurisdiction and will require agreed upon Terms of Reference in a contract with the club/institution and provincial association.

INITIAL RANKING OF CENTRES:

Thirteen university-based and two club centres will qualify for the National Training Centre Coaching Support Program as of June 1, 1997 (annual grant funding retroactive to April 1, 1997). The centres will be ranked by the indicators noted in Attachment 'A' based on activities over the three year period June 1, 1994 through to May 31, 1997.

The top ranked centre at June 1, 1997 will have the first option on the \$ 50,000 endowment that will be made available as of July 1, 1997.

ANNUAL RANKING OF CENTRES:

With the number of university based centres receiving annual Training Centre Grants decreasing each year beginning April 1, 1998 it is necessary to do an annual ranking of the remaining centres (those that haven't been chosen for the endowment).

The remaining centres will be re-ranked on June 1st of each year (1998 - 2004) on the basis of the past three (3) year's activities as per the indicators noted in Attachment 'A'. This will include the two club centres.

OPERATING GUIDELINES - ANNUAL GRANTS:

1. The Training Centre Grant will be determined annually according to the schedule noted in Attachment 'B'.
2. Training Centres will be required to sign a 'Training Centre Contract' to receive their annual grant.
3. The four-tier structure of the annual grants allows for; two Primary High Performance, three Secondary High Performance, eight Developmental and two Club Centres in the first year. This number will reduce annually thereafter.
4. The Training Centre Grant and Endowment elements of the Coaching Program are integrated. A centre will continue to receive an annual grant in the year it is selected for the endowment and a further 50% of that grant amount in the succeeding year. This will allow for the accumulation of 1 - 2 years of endowment interest before having to draw on it.
5. In the case of the Training Centre Grant, provincial associations will be required to provide a letter indicating that they will provide a matching grant to the respective centres on an annual basis.

OPERATING GUIDELINES - ENDOWMENTS:

1. The top ranked university based centre at June 1st, 1997-2002 will be offered the endowment opportunity and will have 30 days to determine if they will take it. The \$ 50,000 earmarked for this endowment will be deposited/invested by the CAWA on July 1st.
2. A further seven university based centres will receive their endowment opportunities as follows:

2nd ranked	June 1, 2002 -	\$	25,000
1st ranked	June 1, 2003 -		25,000
2nd ranked	June 1, 2003 -		25,000

3rd ranked	June 1, 2003 -	25,000
1st ranked	June 1, 2004 -	25,000
2nd ranked	June 1, 2004 -	25,000
3rd ranked	June 1, 2004 -	25,000

3. A centre may decline its opportunity to access the endowment funding when it becomes eligible. The CAWA will offer the opportunity to the next ranked university based centre and so on. Due to the need for cash flow planning by the CAWA, a centre declining its endowment opportunity will be re-ranked in the following year and will only have the opportunity to claim the endowment when it is again ranked first.
4. Successive declining of the endowment opportunity in a given year, while highly unlikely, could force a centre off the low end of the annual grant portion of the program. Were that the case, the interest from the undedicated CAWA endowment sum (\$ 50,000 or \$ 25,000) could be used to sustain the lowest ranked centre for that year.
5. A centre, once it decides to take the offered endowment opportunity will have three years, beginning on June 1st of the year of eligibility to raise its matching funds. In the case of a \$ 50,000 endowment, while a four way matching is the optimal goal, the CAWA will allow a sliding scale back to \$ 25,000 should a campaign to raise matching funds fall short or be targeted at a lower level.

When a campaign falls short of its \$ 50,000 goal matched four ways, the CAWA will have the right to reduce its original investment on a proportionate basis.

6. The interest which accrues in favour of the CAWA's original investment in any centre's campaign (\$ 50,000 - \$ 25,000) will be added to the annual payment made to that centre until they reach their target. The payout will be on the annual anniversary date of the original deposit/investment by the CAWA (July 1st).

TERMS OF THE CAWA ENDOWMENT:

1. The CAWA will sign a contract with the training centre and/or institution stating the conditions under which it will release its funds to the Centre's "Coaching Endowment Fund" or "Coaching Chair".
2. If the CAWA funds are to be provided to a third party (ie. university) for their investment/fund management then the contract between the parties will note that there is no Power to Vary the terms of the endowment once put in place without the unanimous consent of all original funding partners.
3. The endowment fund is to support coaching salaries at the selected training centres and the contract will note this condition.

4. Should the training centre cease to exist or coaches cease to be paid from the endowment fund, the original funding partners will have their funds revert to them.
5. The training centre will be required to provide an annual accounting of endowment fund revenue and salaries paid to a coach or coaches on their staff.
6. The coaches at the training centre will be expected to offer their time and expertise to the CAWA's National Teams program from time to time.

FINANCIAL BASIS OF THE PROGRAM:

The CAWA plans to fund the program as per the schedule noted on Attachment 'B'. Over the first four years the program will require funding of \$ 500,300 with the first two years being very demanding on a fiscal year basis.

The second four years of the Coaching Program will require \$ 362,500 in CAWA funding to allow for a sunset on the program as of April 1, 2005.

Overall, the Coaching Program will require \$ 862,800 over eight years to be totally implemented. The front end load of the program responds to the funding scenario that has been prevalent with the federal contribution cuts to the CAWA over the past four years and projected into the foreseeable future.

The annual grants are at a first year level that has fifteen centres receiving funds. After year one there are gradual declines in the annual grant which can be planned for by the training centres.

The many aspects of continuing the Training Centre Grants while initiating the Training Centre Endowments have gone into the formulation of the schedule at Attachment 'B'.

Attachment 'A'

TRAINING CENTRE COACHING SUPPORT PROGRAM RANKING

Thirteen university based and two club National Training Centres will be identified for 1997-98. The initial selection will be based on totally objective indicators that include activities over a three year period, June 1, 1994 - May 31, 1997.

Performance Indicators	Weight
Worlds/ Senior top 8 - 1994, '95, '96	x 7
Olympics Women's top 3 - 1994, 95, 96/ Espoir top 8 - 1995	x 6
Carded Athletes 1995, '96, '97	x 5
Nationals: Sr. medallist 1995, '96, '97	x 4
Women's Sr. medallist & Senior Men's top 6 - 1995, '96, '97	x 3
Esp. medallist 1995, '96, '97	x 2
Women's Esp. Medallist '95, '97 & Women's Jr. Medallist '96 & Esp. Top 6 - 1995, '96, '97	x 1

Development Indicators	Pts	Maximum
NCCP courses hosted/taught	3	12
Summer/Winter camps hosted/taught	3	12
Tournaments hosted	3	12
Clinics hosted/taught	3	12

Centres will be re-ranked on an annual basis using the three most recent years to apply the following indicators. The number of centres will decrease annually in accordance with the schedule in Attachment "B".

Performance Indicators	Weight
Men's Senior Worlds/Olympics - top 8	x 7
Women's Senior Worlds/Espoir Worlds - top 3	x 6
Carded Athletes	x 5
National Men's Senior medallist	x 4

National Women's Senior Medallist & Senior Men's top 6	x 3
National Espoir Medallist	x 2
National Women's Espoir Medallist & National Espoir top 6	x 1

* Only Freestyle performance can be used as indicators.

Development Indicators	Pts	Maximum
NCCP courses hosted/taught	3	12
Summer/Winter camps hosted/taught	3	12
Tournaments hosted	3	12
Clinics hosted/taught	3	12

Athlete Eligibility: Athletes must be able to satisfy FILA citizenship requirements to represent Canada at World Championships and Olympic Games in order to earn points in the training centre program. Athletes not fulfilling FILA citizenship requirements to represent Canada at World Championships and Olympic Games will earn training centre points under the following schedule:

- 1st year competing for training centre - 0%
- 2nd year competing for training centre - 25%
- 3rd year competing for training centre - 50%
- 4th year competing for training centre - 75%
- 5th year competing for training centre - 100%

All athletes that do satisfy the FILA citizenship requirements to represent Canada at World Championships and Olympic Games are subject to the "Club Affiliation Criteria" (article 3.7) identified in the CAWA Policy Manual, Section 8, Policies and Procedures for Canadian Wrestling Championships.

CAWA NATIONAL TRAINING CENTRE COACHING SUPPORT PROGRAM 1997 – 2004

‘B’

	1997	1998	1999	2000	2001	2002	2003	2004
ENDOWMENTS								
	50,000	50,000	50,000	50,000	50,000	50,000	25,000	25,000
						25,000	25,000	25,000
							25,000	25,000
GRANTS								
HP1	14,400							
HP1	14,400	13,800						
—								
HP2	9,600	8,800	8,000					
HP2	9,600	8,800	8,000	7,000				
HP2	9,600	8,800	8,000	7,000	6,000			
—								
DEV	4,800	4,200	3,800	3,500	3,000	3,000		
DEV	4,800	4,200	3,800	3,500	3,000	3,000		
DEV	4,800	4,200	3,800	3,500	3,000	3,000	2,000	
DEV	4,800	4,200	3,800	3,500	3,000	3,000	2,000	
DEV	4,800	4,200	3,800	3,500	3,000	3,000	2,000	
DEV	4,800	4,200	3,800	3,500	3,000	3,000	2,000	2,000
DEV	4,800	4,200	3,800	3,500	3,000	3,000	2,000	2,000

DEV	4,800	4,200	3,800	3,500	3,000	3,000	2,000	2,000
CLUB 1	2,000	2,000	2,000	2,000				
CLUB 2	2,000	2,000	2,000	2,000				
FINAL 50% PAYMENTS		7,200	6,900	4,000	3,500	3,000	1,500	1,000
							1,500	1,000
FINAL 3 CENTRES								3,000
ANNUAL TOTALS	150,000	135,000	115,300	100,000	83,000	102,000	90,000	87,000
FOUR YEARS 1997 - 2000	----- 500,300 -----							
FOUR YEARS 2001-2004	----- 362,500 -----							
PROGRAM TOTAL	----- 862,800 -----							