

Current Pro-Rating Program Fees Policy:

Fees will not be pro-rated for program participants who are full-time residents of the Bow Valley. Pro-rated fees, consisting of 140% of the monthly program cost will be considered upon recommendation by CNSC coaching staff for program participants under the following circumstances:

- *Participants who move into the Bow Valley part-way through the program season*
- *Participants who live outside the Bow Valley, and are only able to participate in CNSC programs on a part-time basis*
- *First-time program participants, or present participants who wish to add an additional program part way through the season (e.g. Registered cross-country participant who wish to join a biathlon program)*

Former CNSC members who are only residents in the Bow Valley for part of the program season (e.g. university students) will be charged a fee equivalent to 100% of the monthly cost.

Policy Application:

Currently, this policy has been applied to all situations: long-term program participants; international athletes; new residents of the Bow Valley; and part-time residents of the Bow Valley.

Reason for New Policy:

With increasing numbers of international program participants, as well as long-term program participants looking for pro-rated fees which the current policy does not support, it was thought that an expanded, comprehensive policy was required to ensure equitable, comprehensive consideration for any partial program request.

Current Situation and Background Information:

LC programs are subsidized programs for CNSC junior skiers with feeder programs, volunteer efforts, race hosting etc helping to offset costs for these 3 years of competitive junior racing - Learn to Compete (LC and LC Plus) programming. Increasing numbers of international and non-Bow Valley athletes have sought to utilize the coaching expertise within the LC programs at CNSC. Typically, athletes utilize these high level competitive programs for 1, 2 or 3 months during school breaks, summer holidays etc with no intention of remaining in the valley for any extended period of time. In the case of international athletes, they return to their home countries, taking with them the learned skills/expertise provided by CNSC and compete internationally for their countries; non-Bow Valley athletes return to their home clubs/provinces after utilizing CNSC's expertise. CNSC coaches are very professional and desire to ensure they are providing the best program for athletes which requires a greater amount of

coach time to get to know these short-term athletes, find out about past training programs, they are often not at the same level as their peers, and they are often unsupported by parents, to ensure that they are providing a program that is right for that athlete. It has been determined that the current program policy does not address the true program costs yet is taking up considerable time and resources of CNSC coaches.

Additionally, long-term program participants who are competing in other high-level sport programs are looking for flexibility with a 6 month program option with full time LC programming. Current policy does not allow for this.

Some program participants who are not in Canmore for the summer have asked for a 2 month refund of program fees. Current policy does not allow for this.

There is a need for a consistent, comprehensive policy that will cover all of the program fee requests that is fair and equitable and considers the integrity of the program as well as the needs of the various athlete situations.

Proposed Policy:

Policy is to be applied to full-time programs only.

- A)** International athletes: international participants are those who hold a foreign passports, are not Permanent Residents of Canada, and are in the country with a temporary permit, may join one of two programs:
 - 1) Six month program at a rate of $\frac{1}{2}$ the program fee plus a 40% additional fee. The volunteer bond will be $\frac{1}{2}$ of the program bond.
 - 2) Twelve month program at a rate of 140% of the full program fee. The volunteer bond will be a full program bond.

- B)** Participants who *permanently* move into the Bow Valley part way through a program (moving from outside of Canada as Permanent Residents of Canada or from another province/city in Canada) or present participants of a program who wish to add a new, additional program, part way through the season (e.g. registered cross-country participant who wish to join a biathlon program) will be charged a fee equivalent to 140% of the monthly cost from time of joining to program end. The volunteer bond will be a full program bond.

- C)** Participants who have been in a full-time CNSC program for at least 2 years, and are competing in another full time sport at a high competitive level, with the acceptance of the Program Director may join a six month program at a rate of $\frac{1}{2}$ the program fee plus a 20% additional fee. The volunteer bond will be $\frac{1}{2}$ of the program bond.

- D)** Participants who live outside the Bow Valley but wish to join partial programming with acceptance from the Program Director may join:

- 1) A Training Camp at 140% of camp costs
- 2) A Race Trip at 140% of race trip costs
- 3) 2 months of programming at 140% of the 2-month program cost
- 4) 6 months of programming at 140% of program costs
- 5) Full programming at 140% of program costs

E) Former CNSC members who are only residents in the Bow Valley for part of the program season (e.g. university students) and were participants in full-time programs will be charged a fee equivalent to 100% of the monthly cost once accepted into programming by the Program Director. **At the Board Meeting, approval was given for the policy with this section removed as these athletes would be RAD aged and Program Director will determine cost recovery charge to athletes.**

The ideas was that the “policy” goes into the binder” and the background remain as a separate document for clarity and information.

How does this new policy differ from old policy:

Part A) Old policy does not address “international” athletes specifically; old policy of 140% was applied to “international” athletes for months joined.

Part B) Same as old policy

Part C) Old policy does not allow for full time residents to take a partial program – there is no partial programming and therefore cost reduction offered. New policy acknowledges that some participants who have been in a competitive program for a minimum period may access a 6 month program. Most of coaching time/expenses incurred and time intensive coach led training sessions are during the race season and this is the typical portion that the dual sport athletes will be participating in. With a strict 6 month or 12 month policy, this policy will not be unfair to those wishing to take “summers off” but are not able to.

Part D) Current policy does not adequately distinguish between reasons why participant may/can only join a partial program. This clarifies the difference between “international” participants who leave with the training and compete for their countries internationally and those participants who temporarily come from other parts of Canada to take advantage of training opportunities on a short-term basis.

Part E) Same wording as the old policy but with the addition of Program Director approval.