



Prince Albert Youth Soccer Association (PAYSA)

Celtic Program GUIDEBOOK

NEW VERSION
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“Pride, Passion, Performance”

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TECHNICAL DIRECTOR'S MESSAGE

As a progressive soccer club, PA Celtic is implementing the guidelines and recommendations established by Athletics Canada and the Canadian Soccer Association Long Term Player Development (LTPD) Model. LTPD encourages and supports the delivery of age appropriate programs that allows the development of:

- Sound physical literacy (movement, agility, balance, coordination)
- Technique
- Tactical awareness

The development of a youth player who is confident and technically proficient in the game of soccer is measured in years not a single game or season. With this in mind, the focus of our training programs and our selection criteria adjust from the time an athlete enters our program at the Under 9 age and continues his/her development all the way to the Under 19 age group. At the youngest ages we are primarily evaluating the individual abilities of the player with the ball. At the oldest age groups, the ability of the athlete to perform under pressure (physical and mental), tactical understanding (movement, positional play) and commitment to training become a significant part of the assessment.

If you have any questions or concerns, please feel free to contact me in person or email me under the Technical Director's tab on the PAYSА website at:

<http://ssa-princealbertyouth.goalline.ca/> or the PAYSА office directly at 306-922-2545.

Good Luck to you and remember;
Always give your best effort both on and off the field!!

Dragutin Ivkovic
PAYSА Technical Director

1.0 INTRODUCTION

The Prince Albert Celtic Soccer Club (Celtics) is one of the most respected soccer programs in the province and is under the governance of the Prince Albert Youth Soccer Association (PAYSA). The Celtics program was formed in 1989 to help those soccer players wanting to play highly competitive soccer instead of recreational soccer.

The Celtics soccer program is self-supporting and members are expected to raise their own funds necessary to cover the cost of travel to tournaments, entry fees, uniforms and balls, etc. You must be prepared to support all the “Club’s” activities and fund-raising efforts. (See 4.3 Team Uniforms).

Playing “Celtics” will provide you with highly qualified instruction as well as allowing you to develop new friendships, travel and above all, having fun both on and off the soccer field.

While the Celtic Soccer Club upholds the policy that soccer must always be fun, it is expected that Celtic players will have the dedication to their sport and be prepared to demonstrate this dedication by attending all practices, games, and tournaments. The coaches and team managers have been selected because they have shown a commitment to the sport of soccer. It is also expected that players and their parents also show a real commitment to this Club!

The following guidelines are prepared for all Celtic members. The Celtic program administrators have the responsibility of dealing with any violators whether they are with players, parents, teams, coaches or spectators.

Note: This guidebook is a dynamic document, which can, and will, change over time. The intent is for this booklet to be a useful resource for new Celtic coaches and managers.

2.0 HISTORY

The now famous Glasgow Celtic Football Club was begun by a Marist Brother, Brother Walfrid, in order to feed and clothe the children of Glasgow's east end. The charitable motives were repaid when figures in excess of £400 (Pounds Sterling) were raised annually from the very first year, 1888. On the football pitch, the team had soon earned notice as having a strong identity through their style and some notable early victories, including the first game; a 5-2 victory over rival Glasgow Rangers. Within the first five years Celtic had won the Scottish Cup once and were League Champions twice.

The founding principle of Celtic, far from being forgotten, has over the decades, developed to keep pace with growing international needs. Some of their more notable soccer match fundraising events were: in 1916, the Belgian War Relief Fund, in 1962, the Jewish Charities, and money raised for UNICEF in Bangladesh, and Biafra. The tradition continues today.

It is the legends of the past and the thread of continuity running through the Club's astounding story, which makes the Celtic Football unique. The Celtic's unrivaled success has been a product of only seven managers in over 100 years, and many of whom were also players. These notable gentlemen included Mr. William Maley, James McStay, James McGrory, Jock Stein, Billy McNeill (2 terms) and David Hay. The Club has always advocated loyalty and regarded it well.

History shows clearly why the Celtic name generates such respect. They won four Scottish Cup finals and six consecutive League Championship titles in the first decade of the century and the record was bettered in a nine year win ending in 1974.

The legend of Jock Stein's Celtic began in early 1965 and peaked in the 1966/1967 season when the team won every competition entered including the European Cup. They would go on to maintain their phenomenal record over the years, but not to win the European Cup although they were the finalists against Feyenoord in 1970.

The Celtic pride continues with our own club today. When our Prince Albert Celtic Club was formed in 1989, PAYSA sought and received permission from the Scottish Celtic Football Club to use the four-leaf clover emblem.

3.0 CELTIC PROGRAM

3.1 Objectives:

- To foster, develop and promote the skills of players and coaches in the competitive side of soccer in Prince Albert and area.
- To represent PAYSA in all levels of Provincial competition.

PAYSA encourages, wherever feasible, the establishment of both male and female teams in U9, U11, U13, U15, U17 and U19 age categories. These age groups could have players competing in Premier/PSL, DIV (Division) 1, DIV 2 or DIV 3 depending on the skill level and number of athletes in each age group.

3.2 Governing Body:

The Prince Albert Youth Soccer Association is the governing body within which the Technical Committee, chaired by the Technical Director, operates.

4.0 PAYSA POLICY REQUIREMENTS

4.1 Player/Coach Documentation

1. All players in the Under 9 age division and older who are registered with PAYSA shall be eligible to try-out for Celtic teams.
2. PAYSA registers all coaches with the SSA. All coaches require a Current Criminal Occurrence Security Check and coaching certification as described in the new Canadian Soccer Association (CSA) National Coaching Certification Program (NCCP). The CSA/NCCP Coaching Education Pathway - Community Sports Stream is based on Stages 1, 2, 3, and 7 of the CSA Long Term Player Development Model.
3. All coaches require Respect in Sport Certification through Sask Sport (go to www.sasksport.sk.ca and click on Respect in Sport).
4. Making Headway concussion course is required for all team coaches and managers.
5. PSL coaches may require other courses according to the PSL rules
6. In order to move to an older age group, the athlete must fill out an application to do so, and the request must be approved by the Technical Director.

7. In order to play out of the Prince Albert zone, an athlete must fill out a “Player Release Form” and submit to the PAYSA office. This release form is valid for that season only. (Also see 6.9 and 6.10)

4.2 Identification Cards

1. All youth players (Under 9 to Under 19), coaches and managers must obtain photo identification cards from the PAYSA office.
2. Identification Cards must include a copy of proof of age (hospitalization card or birth certificate) and a recent photo.
3. The card must be updated every three (3) years.
4. The cards must be in the manager’s possession for all tournaments and Provincial competitions.

4.3 Celtic Guidebook / Code of Conduct

1. Each player/parent/coach must read the Celtic guidebook and acknowledge same by signing the respective code of conduct form and submitting it to the team manager. (Appendix I, II, III)
2. ***Managers will submit signed code of conduct forms to the PAYSA office along with jersey deposit cheques.***

4.4 Team Uniforms

PAYSA’s aim is to have consistent team clothing so that the Club presents a coordinated image when on the field and when representing PAYSA in competitions and exhibition games. The Club has chosen black/white/green as the Celtic colors. Celtic apparel shall be worn by all teams, including soccer jersey, shorts and socks.

Soccer Jersey:

- The Celtic program will provide all Celtic teams with two complete soccer jersey sets to wear for the season: The jersey sets will be Celtic dark green, and green and white hoops. Players are responsible to care for the jerseys appropriately and return them in good condition at the end of the season(s). Names cannot be added unless the jersey has been purchased by the player. The coach or manager will advise what color is required before each game.

Shorts and Socks:

- Shorts and socks for the Celtic teams can be black or white only. Your coach will advise what is required for the team and which color to wear for the game.
- Sock tape must be either clear or the same color as the sock

Additional Apparel:

- All clothing must be approved by PAYSA prior to purchase and must comply with the PAYSA clothing policy and the current UMBRO contract.
- Source for Sports has partnered with PAYSA in regard to apparel purchases.
- Long-sleeve warm-up shirts worn under the soccer jersey during the game must be the same color as the soccer jersey.
- Teams or players are responsible for the cost of these items.
- Only approved clothing and articles will be crested with the CELTIC/PAYSA insignia.

Proposed changes in uniform or gear must be approved by PAYSA Board of Directors.

4.5 Out-of- Province Travel

A team wishing to compete in an out-of-province tournament must complete and submit a current Travel Permit Form to the PAYSA office. This permit must be accompanied by a complete roster.

The PAYSA office must request permission from the SSA on behalf of its registered teams to attend the tournament. The team is responsible for any fee charge for this permit or any other expenses incurred.

4.6 Disciplinary Procedures

All disciplinary matters will be forwarded to the PAYSA Communications Committee, who shall then forward to the Disciplinary Committee.

Any team or PAYSA member can be sanctioned by the PAYSA Board of Directors if they do not follow established policy.

5.0 FINANCIAL COMMITMENT

All fees will be collected at the initial team meeting. Players who have not submitted necessary fees and documents may be prohibited from training with the team until fees are paid at the discretion of the coaching staff.

5.1 Celtic Fees:

In addition to the PAYSА registration fees, Celtic program fees will be collected for each season to purchase new uniforms, balls, first-aid supplies, other equipment and payment for field/facility rental. Celtic fees are submitted to the PAYSА office by the team manager. A receipt for Celtic fees will be issued.

5.2 Team Fees:

Each team will determine a budget for the season and require each player to contribute an equal amount for a startup fee irrespective of each player's intention to attend tournaments. The only exception to this would be if a player was not eligible/invited to attend a specific competition. This fee will be based on the number of tournaments the team is registered in and planned fundraising commitments. Team fees cover team expenses such as tournament entry fees, one non-parent coach travel expenses (mileage or Hotel as determined by each team) player refreshments as well as the purchase of additional team apparel and possibly a season wind-up. The manager of that team will be required to log the fees and present a budget at a team meeting. Individual teams may organize fundraisers but must keep strict financial records to be provided to all parents of that team and to the Technical Committee. Any leftover money will be returned to each family at the end of the season or forwarded to the PAYSА Legacy Fund as determined by the team. (Also see 8.2)

5.3 Jersey Deposit:

1. A post-dated uniform cheque must be collected from each player for each season and submitted to the PAYSА office or Celtic equipment manager. This deposit is returned once the uniform has been returned in good condition.
2. Celtic Jerseys can be purchased from the Celtic equipment manager. Player names can only be added to player owned jerseys.

3. Purchased jerseys should be taken to Source for Sports for cresting. Celtic/PAYSA crests and numbers are included in the price of the jersey. Cresting of names is an additional charge.

5.4 PSL Fees

PSL fees are determined by the Saskatchewan Premier Soccer League. All Celtic players will be registered with PAYSA and will pay the required PAYSA season registration fees. The PAYSA office manager will apply this registration fee to the PSL fee. Any balance owing will be the responsibility of the team. Players playing on PSL teams will also pay the Celtic fee.

5.5 NSF Fees:

The parent/guardian of a Celtic player will be notified if their cheques have been returned as nonsufficient funds (NSF). They will also be advised they have 30 days to submit payment. If 30 days is exceeded, the parent/guardian will be advised that the player can still practice with the team but cannot play in any tournaments until all fees are paid in full.

6.0 CELTIC PLAYERS

6.1 Celtic Player Selection:

The Technical Director, in consultation with the other members of the PAYSА Technical Committee, has determined a process for team selection for each of the different divisions.

6.2 Responsibilities:

Athletes who are selected for a Celtic team are required to maintain the highest standard of conduct and commitment in representing their Celtic team at all times.

The guidelines in section 6.0 – 6.10 must be strictly adhered to:

6.3 Attendance:

1. Players are expected to attend ALL practices, recognizing that from time to time this may not be possible due to sickness, family matters or employment.
2. Athletes who cannot attend practice must inform the Head Coach/Assistant Coach/Manager well in advance of the practice.
3. The duration of the practices are 1 to 2 hours depending on facility/field availability. Frequency of practices depends on the season and the age group and may be limited to once a week during the indoor season and two or more during the outdoor season.
4. Athletes shall notify their Head Coach/Assistant Coach/Manager well in advance of any scheduled vacations which may conflict with Celtic responsibilities.

6.4 Punctuality:

1. Coaches, trainers and athletes shall be on time as set forth by the Head Coach.
2. Athletes shall be dressed and ready to participate 10 minutes prior to the start of practice and, on game day, meet at the designated time as instructed by the coaching staff.

6.5 Attitude:

All athletes shall:

1. Complete and return all forms in a timely manner as requested.
2. Discuss concerns with coaches and/or managers as soon as they arise.
3. Treat coaches, managers, trainers and administrators with the utmost respect.
4. Conduct themselves in a businesslike manner when representing Celtics at National Championships and/or tournaments, as they are also representatives of their City and Province.
5. Be responsible to the Technical Committee, for their conduct and discipline notwithstanding rules superseded by another governing agency, PAYSAs, SSA or CSA.

6.6 Drugs & Alcohol:

1. Possession and/or consumption of any drugs are strictly prohibited.
2. Possession of alcoholic beverages by a minor (under age 19) is strictly prohibited. There shall be no supplying of alcohol to minors. Being impaired or intoxicated is prohibited.
3. The use of banned substances for enhancing performance is strictly prohibited by the SSA and our members shall abide by Sport Canada's doping control policies, procedures and practices.
4. Athletes/parents or guardians of athletes must report prescription medications requirements to the team manager so that appropriate medical attention can be provided if necessary.

6.7 Curfews:

1. Shall be established by the Head Coach.
2. Shall be set at appropriate times and shall be based on the age of the athlete, practice and competition schedules, and scheduled events such as banquets and ceremonies.
3. Accept discipline set forth by the Head Coach if curfew is ignored.
4. Shall be enforced by the coaches, manager, and/or assigned representative.

6.8 Expectations

1. *Personal Discipline*

Shall include:

- a) Maintaining a clean, well-groomed appearance
- b) Being punctual
- c) Being dedicated to a soccer lifestyle
- d) Adopting a well-balanced diet
- e) Getting adequate rest
- f) Respecting the rights of others
- g) Playing by the rules, and in the spirit of the game

2. *Goals*

Shall include:

- a) Maintaining self-control and composure at practices and games
- b) Maintaining improvement of skill and technique at practices and games
- c) Improvement of skill, fitness, flexibility, and quality of play year-round
- d) A commitment to making Saskatchewan a leading Soccer Province
- e) A commitment to share your positive Celtic experiences with others and remember
- f) That winning isn't everything – that having fun, improving skills, making friends and doing your best are also important
- g) To remember that coaches and officials are there to help and their decisions are to be respected.

3. *Dedication*

Shall include:

- a) Athletes should strive to train and compete to the best of their ability

4. *Team Spirit*

- a) Athletes shall demonstrate an eagerness to sacrifice personal interest or glory for the welfare of the team
- b) Will do the best to be a true team player
- c) Will acknowledge all good plays/performances, those of the team and of the opponents.

5. *Pride*

- a) Athletes must be proud to be a member of the Prince Albert Celtic Soccer Club.

6. Competitions

- a) Athletes participating at National Competitions shall adhere to the Canadian Soccer Association's (CSA's) published Code of Conduct
- b) Athletes shall adhere to the travel and behavior Codes of Conduct of the host organization.

7 Sanctions for Poor Conduct

- a) Failure to follow appropriate codes of conduct will result in disciplinary action and possible suspension.

6.9 Guest Players

1. Guest players can be added to a Celtic roster as long as this has been approved by all respective head coaches and the technical director.
2. For Celtic players wishing to be a guest player for another Club, competition and training must not interfere with Celtic competition and training. A Player release form must be completed at the PAYSА office and must be approved by the Celtic head coach and the PAYSА technical director.

6.10 Player Transfers

1. **Players transferred FROM another Club or member organization to a Celtic roster for the season must:**

- a) Complete the PAYSА registration form and pay corresponding season fees
- b) Have a PAYSА player's card made
- c) Submit a letter from their member organization giving permission to transfer
- d) Follow tournament/PSL rules for player transfers if applicable
- e) Pay applicable player transfer fees

2. **Players wishing to transfer TO another Club or member organization for the season must:**

- a). Complete a player release form at the PAYSА office
- b). Have the transfer approved by the Celtic coach and the PAYSА Technical Director
- c). No longer train or compete with the Celtic PAYSА program for that season
- d). Forfeit any PAYSА/Celtic fees already paid
- e). Accept possible consequences of not being selected for Celtic teams in the future

- f). Follow tournament/PSL rules for player transfers as applicable
- g). Pay applicable transfer fees

6.11 Cyber Bullying

1. PAYSА adheres to a zero tolerance bullying policy.
2. Shall be enforced by the coaches, manager, and/or assigned representative.

1.

7.0 CELTIC COACHES

7.1 Selection of Coaches

The Technical Director, in consultation with the other members of the Technical Committee, has determined a process for coach selection for each of the different tiers. The selection process is detailed in the current PAYSА Rules and Regulations.

7.2 Coaches Responsibilities

1. Coach according to the Rules and Regulations of the Celtic Club and PAYSА
2. Strive to inspire players to be excited about the sport. In order to do so, you as a coach must constantly let your players know by your enthusiasm of word and action that:
 - a) Soccer is important to you.
 - b) Players are important to you as both players and people.
 - c) Your role as a coach is important to you.
3. EXPAND your knowledge of coaching on an ongoing basis. Talk to other coaches and people knowledgeable about the game and access information from books, videos and websites. As your knowledge builds, you will be able to challenge your players to improve accordingly.
4. Appreciate and teach skills and skillful play. Let there be no mistake that teaching technical and tactical skill is the Centre-piece of your coaching priorities. Always coach within the rules of the game.
5. Always remember that you are a role model and conduct yourself accordingly in all situations with players, parents, referees, coaches, and anyone else you might come into contact with, in your coaching role and in the community.
6. All coaches have been appointed for a one-year term. This appointment is made in the indoor season and will be carried forward to the outdoor season.

There will be two exceptions to this rule:

- a. If there are concerns deemed valid in relation to a coach's performance during the indoor season, a review shall be done and a change may be made,
- b. If a coach fulfilling the position chooses to resign.

In the event of either of the above, a replacement will be sought. This replacement would be handled through the application process.

7. Coach Dress Code:

- a. Shirts/Tops: PAYSA green jacket/black training shirts for training and games. NO other jackets/shirts allowed.
- b. Shorts/Pants: Please wear Umbro or unbranded soccer shorts or pants. No jeans, cargo pants etc.
- c. Hats/Visors: caps/hats are acceptable, but NO backwards wearing style.
- d. Footwear: Soccer shoes, cleats or any sneakers should be worn. Sandals (even soccer sandals) or slippers are not acceptable footwear.

7.3 Coaching Philosophy: A COACHING CREED

- 1.** Be a resource person able to assist the athlete to develop his/her athletic potential and self-dependency.
- 2.** Recognize individual differences in athletes and always think of the athlete's long-term best interests.
- 3.** Aim for excellence based upon realistic goals and the athlete's growth and development.
- 4.** Lead by example; teach and practice cooperation, self-discipline, respect for officials and opponents and proper attitudes in language, dress and deportment.
- 5.** Make sport challenging and fun. Skills and techniques need not be leaned painfully.
- 6.** Be honest and consistent with athletes. They appreciate knowing where they stand.
- 7.** Be prepared to interact with the media, league officials and parents. They too have important roles to play in sport.
- 8.** Coaching involves training by responsible people who are flexible and willing to continually learn and develop.

9. Physical fitness should be a lifelong goal for everyone. Encourage athletes to be fit all year, every year and not just for the season.

7.4 Integrity Makes True Champions: THE COACHING CODE OF ETHICS

1. Integrity
The coach must act with integrity in performing all duties owed to athletes, the sport, other members of the coaching profession, and the public.
2. Competence
The coach must strive to be well prepared and current in order that all duties in the respective discipline are fulfilled with competence.
3. Athlete's Interest
The coach must act in the best interest of the athlete's development as a whole person.
4. Respect for the Rules
The coach must accept both the letter and the spirit of the rules that define and govern sport.
5. Respect for Officials
The coach must accept the role of officials in providing judgment to ensure that competitions are conducted fairly and according to the established rules.
6. Responsibility to Other Coaches
The coach's conduct toward other coaches must be characterized by courtesy, good faith, and respect.
7. Personal Conduct
The coach must maintain the highest standards of personal conduct and support the principles of fair play.

8.0 CELTIC MANAGERS

8.1 Selection of a Team Manager:

The selection of a team manager shall be made from those interested and by consensus of the coaching staff. This decision should be made in advance of the season if possible.

8.2 Responsibilities:

1. Tournament options should be reviewed as early as possible. See www.sasksoccer.com “sanctioned tournaments” for details.
2. Meet with the coaching staff prior to the start of the season to determine plans for the season and create a budget.
3. Attend the Celtic Tryout to ensure that Celtic registration forms are completed and parents are made aware of the Celtic registration/payment process.
4. Plan and schedule a team meeting. See Sample agenda (Appendix IV). This should be done as soon as possible after the team has been selected.
5. Pick up Celtic guidebooks and white practice T-shirts from the PAYSА office in advance of the first team meeting. (The Celtic guidebooks may also be emailed to all players)
6. The Manager will act as the liaison between coaches, players & parents.
7. At the team meeting, each family must submit the following to the Manager:
 - **Completed Celtic Registration Form** (if not completed at tryouts)
 - **Celtic fee** payable to PAYSА (amount as set forth by Board of Directors)
 - **Jersey fee** payable to PAYSА; post-dated deposit cheques, money orders or cash in the amount set forth by the Board of Directors. These are returned or refunded once the jerseys are handed in at the end of the season.
 - **Team fee** is the fee determined by each team to cover expenses for the season (tournament entry fees/water/ice/refreshments/non-parent coach travel expenses/wind-up etc.)

- **Player Identification Card:** a small photo and SK hospitalization card is required. Cards are made at the PAYSAs office 9-2:30pm Monday to Friday.
 - **Signed Code of Conduct Forms** (Appendix I and III)
8. Any money received from the Celtics or from separate fundraising must be tracked by the manager or designate. It can be deposited into an account under the team's name. i.e.: U13 Boys Celtic Indoor 2015/16. This account must have two signing officers, one being the manager, and the second being the head coach or designate. A letter confirming authority to open a team account is required from the PAYSAs office.
 9. Communicate weekly reminders regarding practices and games etc. (The use of an app like "Team Snap" is useful here)
 10. Register for tournaments in a timely manner and review all tournament rules along with the coaching staff.
 11. Ensure that coaches have completed/submitted to PAYSAs all coaching documentation requirements.
 12. The Manager must have a valid Criminal Occurrence Security Check, Making Headway concussion course and Respect in Sport Certification on file with the PAYSAs office. (for PSL teams, other courses may be required Ex: True Sport Clean and Making Ethical Decisions)
 13. Ensure that all coaches and managers have had a coach/manager card made at the PAYSAs office.
 14. Ensure that all coaches, managers and team staff have completed all necessary courses as per SSA requirements.
 15. Ensure that all team apparel complies with PAYSAs policy and is approved by PAYSAs prior to ordering.
 16. Keep track of all receipts, bills, and any income associated with the team and provide a financial statement to the parents at the end of the season.
 17. Keep a written record of the uniforms assigned to each player including the number, size and colour.
 18. Compile a list of players and submit to the PAYSAs office along with the Celtic fees.
 19. Provide tournament information, schedules, entry forms and hotel bookings to all coaches, players and parents as required.

20. Provide out-of-province travel forms or information pertaining to any tournament entry to the PAYSА office.
21. Ensure all forms, game sheets, registrations, transfer forms, sanctions, affiliation sheets etc. are properly completed and submitted to the PAYSА office prior to any deadlines.
22. Book practice times outside of the Alfred Jenkins Fieldhouse.
23. Bring first aid kit, ice, water, spare uniforms as required to training and competitions.
24. At the end of the season, ensure all jerseys are washed and returned, in good condition, to the Celtic equipment manager. The jersey bag, pinnies and first aid kits can be dropped off at the soccer office.
25. The duties of PSL Managers are more extensive. The responsibilities for these teams are available from the Head Coach and the Technical Director.

It is recommended that the manager ask for help from other parents, especially in the event the manager is sick or unable to attend a tournament. The assistant can help perform the duties at tournaments or fill in an emergency.

9.0 PARENT PARTICIPATION

All Parents are encouraged to participate in their athlete's Celtic experience; keeping in mind that they must respect the Rules and Regulations as set out by PAYSА.

Parent Volunteers are vital for:

1. Fundraising
2. Volunteering for the manager's position
3. Assisting the manager in organizing transportation and organizing windups, coaches' gifts or any other activities planned by the team.

10.0 CELTIC AWARDS

A Celtic awards ceremony will be held once yearly to recognize the dedication and accomplishments of players, coaches, officials and managers.

11.0 PROVINCIAL PSL CHAMPIONS

Provincial PSL champions will represent PAYSА and Saskatchewan at Club Nationals. PAYSА will provide sponsorship of \$150 per PAYSА and Celtic registered player and up to 4 team personnel to a maximum of 22 team members.

12.0 APPENDICES

APPENDIX I PARENT/GUARDIAN CODE OF CONDUCT FORM

1. I will not force my child to participate in sports.
2. I will remember that my child plays sport for his or her enjoyment, not for mine.
3. I will encourage my child to play by the rules and to resolve conflicts without resorting to hostility or violence.
4. I will teach my child that doing one's best is as important as winning, so that my child will never feel defeated by the outcome of the game/event.
5. I will make my child feel like a winner every time by offering praise for competing fairly and trying hard.
6. I will never ridicule or yell at my child for making a mistake or losing a competition.
7. I will remember that children learn best by example. I will applaud good plays/performances by both my child's team and their opponents.
8. I will never question the official's judgment or honesty in public.
9. I will support all efforts to remove verbal and physical abuse from children's sporting activities.
10. I will respect and show appreciation for the volunteer coaches who give their time to provide sport activities for my child.
11. I recognize that, from time to time, parents may not agree with the coaches' decisions regarding their child. I agree that, should I have serious concerns about the coaching decisions for my child, I will wait a minimum of 48 hours before speaking to the manager or coach about my concerns.
12. I will adhere to PAYSAs zero bullying tolerance.
13. I have read and understand the contents of the Celtic Guidebook.
14. I understand that failure to follow this Code of Conduct will result in disciplinary action and possible suspension.

TEAM:

.....

Parent's Name:

.....

Parent's Signature

.....

Date signed

.....

APPENDIX II COACH CODE OF CONDUCT FORM

1. I will be reasonable when scheduling games and practices remembering that young athletes have other interests and obligations.
2. I will teach my athletes to play fairly and to respect the rules, officials and opponents.
3. I will ensure to the best of my ability that all athletes get equal instruction and support.
4. I will not ridicule or yell at my athletes for making mistakes or for performing below expectation.
5. I will remember that children play to have fun and must be encouraged to have confidence in themselves.
6. I recognize that, from time, parents may not agree with the coaches decisions regarding their child. If a parent has serious concerns about the coaching decisions I have made for their child, I will address their concerns following the agreed 48-hour minimum "cool down" period.
7. I will make sure that equipment and facilities are safe and match the athletes, ages and abilities.
8. I will ensure that I arrive early to practices and games as scheduled.
9. I will remember that children need a coach they can respect. I will be generous with praise and set a good example.
10. I will obtain proper training and continue to upgrade my coaching skills.
11. I will follow the PAYSА coach dress code.
12. I will adhere to PAYSА's zero bullying tolerance.
13. I have read and understand the contents of the Celtic Guidebook.
14. I understand that failure to follow this Code of Conduct will result in disciplinary action and possible suspension.

TEAM

Coach's Name:

Coach's Signature:

Date Signed:

APPENDIX III ATHLETE CODE OF CONDUCT FORM

1. I will participate because I want to, not just because my parents or coaches want me to.
2. I will play by the rules, and in the spirit of the game.
3. I will control my temper - fighting and foul language can spoil the activity for everybody.
4. I will respect my opponents.
5. I will do my best to be a true team player.
6. I will remember that winning isn't everything - that having fun, improving skills, making friends and doing my best are also important.
7. I will acknowledge all good plays/performances - those of my team and of my opponents.
8. I will remember that coaches and officials are there to help me. I will accept their decisions and show them respect.
9. I will endeavor to attend all team games, practices, functions and meetings, as requested.
10. I will notify the Head Coach/ Assistant Coach/Manager, in advance of any scheduled vacations which may conflict with team commitments.
11. I will adhere to PAYSAs zero bullying tolerance.
12. I have read and understand the contents of the Celtic Guidebook.
13. I understand that failure to follow these codes will result in disciplinary action and possible suspension.

TEAM

Athlete Signature: _____

Athlete Name: _____

Parent/Guardian Signature: _____

Parent/Guardian Name: _____

Date Signed: _____

Approved: 23 January 2014
Revised February 20, 2018

APPENDIX IV SAMPLE AGENDA FOR TEAM MEETING

1. General introductions of coaches and welcome parents and players
2. Team Development Objectives:
 - PSL/DIV I or DIV II
 - Physical/Technical training plans (age appropriate)
 - Practices/game plans
 - Team spirit/special expectations
 - The 4 “C’s”: coachability of player, compatibility, commitment and character (personal strengths)

Note: Be sure to discuss “playing time” explicitly for games/tournaments/playoffs

3. Team competition Plans
 - Determine what and how many tournaments team wants to attend
4. Review Roles and Responsibilities
 - Head Coach/Assistant Coach/Manager (emphasis on the “Coaching Team” concept)
 - Players
 - Parents
5. Parents/athletes/coaches sign the Code of Conduct Forms
6. Budget and Fundraising
7. Communication Approach regarding Parents/coaches/players
 - How and when to discuss issues
 - How to handle concerns and complaints
 - The manager shall keep a record of any correspondence; verbal or otherwise





***“Pride
Passion
Performance”***