



# **EUPA Touring Team Co-operative Agreement**

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# I Background

## I.1 THE EDMONTON ULTIMATE PLAYERS ASSOCIATION (EUPA)

The EUPA was incorporated in 2001 as a not-for-profit association founded on a handful of basic principles. As filed in the *EUPA's Articles of Incorporation* its objectives are as follows:

- EUPA's Objects of Incorporation**
- a) Promote the sport of ultimate and its spirit of good sportsmanship in Edmonton and surrounding areas
  - b) Promote physical and mental well-being through exercise
  - c) Provide a social atmosphere for all who play the sport of ultimate
  - d) Provide an atmosphere that fosters learning – teaching beginners who want to play the sport of ultimate and assisting players who want to improve
  - e) Organize pick-up sessions open to everyone who would like to play the sport of ultimate
  - f) Organize leagues for members to play the sport of ultimate
  - g) Promote the sport of ultimate in Edmonton at a national level by supporting teams which participate in competitions and tournaments
  - h) Represent the concerns of persons who play the sport of ultimate in Edmonton and its surrounding areas, through participation in governing bodies such as the Alberta Disc Sports Association (ADSA) and the Canadian Ultimate Players Association (CUPA)

The objectives listed above direct all of the EUPA's conduct and policy making. The cooperative agreement that follows attempts to balance these objectives in an effort to grow and strengthen the association in cooperation with the Edmonton touring teams (TT).

## I.2 TOURING TEAMS IN EDMONTON

Under the great leadership of some dedicated players, Edmonton Ultimate has begun to develop the foundation for a solid touring ultimate program. Going back to its roots, touring team ultimate in Edmonton was started by a small group of founding players. They consisted of the die-hard players out to play lots of ultimate. While losing some veteran members, the teams have gained some new talent over the years and continue to grow by picking up players who have shown the interest in playing ultimate competitively at tournaments.

Several years later we now have a core of several seasoned tournament players (both men and women) and touring teams that have shown dramatic improvement at the national level.

### I.3 GROWING TOGETHER

Ultimate is now at a cross-roads in Edmonton. Both the league and the touring team programs are turning the corner to make the jump from a fledgling ultimate community to an established ultimate hub in Canada. Our player base is not near the size of Ottawa's, Vancouver's or even Calgary's ultimate communities, nor are our competitive teams as established, but we're growing a little more each year.

We need to grow together. In order to do this we need to shift our focuses, both in the way we operate our touring teams and our association. The EUPA stresses the word 'together' and this is the basis for naming this a cooperative agreement.

Ultimate is a different beast than most traditional sports. Edmonton Ultimate is still a fairly small community and people in our city still know very little about the sport. This is the reason that many of the EUPA's founding principles focus on teaching and providing outlets to learn and play the sport. Although its profile has improved over time, for the most part, if you're not already playing you've probably only heard about ultimate, if at all. Therefore, there is a heavy component of teaching and training involved for more experienced players. In the past few years, our league has shown continued growth and the supply of people who want to learn to play the sport we have all grown to love is ever increasing. This results in a significant portion of our membership that is still very new to the sport, having much to learn about it. But they can't do it alone. As the experts in Edmonton, the touring teams have the ability to convey, teach and transfer the ultimate skills and abilities they have learned to the greater membership. Whether it's teaching someone the rules, how to throw a flick, or passing on the ultimate spirit, the teaching component can make all the difference in ultimate.

As a result, the main aim of this agreement is to encourage our touring teams to get involved in helping our membership learn. We do understand that by their very nature, touring teams must spend many hours training and practicing in order to condition, improve and compete at a high level. In addition, given the relatively small following of ultimate compared to other sports, in order to find good competition, the teams must travel great distances. The combination of these variables would create both financial and time constraints on any touring team.

For this reason, one of the EUPA's founding principles is to support its touring teams financially. In the past, this financial support has been done without any concrete expectation of reciprocation. The reason for this is that competitive players in the past have always given back to the EUPA in intangible ways – they have provided a venue to compete at a touring team level, they have typically taken leadership roles on their teams in league and have volunteered within the organization at the most basic levels including the Board level. There has previously been no requirement for reporting of this work – all funding was provided on a goodwill basis.

Nevertheless, as our league becomes larger, the need for a more structured approach and accountability is required: accountability by the EUPA to its members, who, for the most part, are not touring players; accountability by the touring teams to the EUPA, from whom they are receiving funding; and accountability of the touring players to their teams to show they are committed.

## II Purpose

The purposes of this agreement are as follows:

- a) To promote the sport of ultimate as per the association's *Objects of Incorporation*.
- b) To support and develop Edmonton's touring teams resulting in consistently strong performances for Edmonton's teams at the national and international levels.
- c) Player development at the competitive level.
- d) Skill development for all levels of league.
- e) Documentation to establish consistent relationships with Edmonton touring teams.
- f) Establish eligibility for support (who will be supported).
- g) Establish what touring teams will do to support the EUPA.
- h) Improve communication with the general membership.
- i) Create an upfront and visible policy.
- j) Establish better communication and cooperation between the EUPA and Edmonton's touring teams.

## III Definitions

### III.1 EDMONTON-BASED TOURING TEAMS (TTS)

1. Are comprised of a minimum of 80% Edmonton-based players determined through examination of the TT's official roster for the year (see 4.1).
2. Must compete at a season-culminating tournament such as:
  - a) The Canadian Ultimate Championships
  - b) The World Ultimate and Guts Championships
  - c) The World Ultimate Club Championships
  - d) The World Games
  - e) UPA Regionals or Nationals
3. Must compete in at least two tournaments prior to competing in the season-culminating tournament, pending tournament availability.
4. Qualifying tournaments (e.g., CUPA Regionals or UPA Sectionals) for appropriate season-culminating tournaments do not count as one of these two prior tournaments.
5. In the registration procedures, TTs will indicate what type of support they intend to vie for.
6. The EUPA will not interfere with the formation, organization, or general maintenance of TTs. However, if the EUPA deems that a TT does not maintain the definition of a TT then the EUPA can revoke the TT's touring team status.

### III.2 EDMONTON-BASED PLAYER

1. Is defined as a player who is available to attend, support and volunteer at EUPA sanctioned activities throughout the summer ultimate season.

### III.3 TOURING TEAM PLAYER

1. Is defined as a player on the roster of an Edmonton-based Touring Team in the current year. Official rosters are included in the TT's registration form (see 4.1).

### III.4 LEGACY PLAYER

1. Is defined as a player who within the past two years has played in a season-culminating tournament (see III.1.2).
2. Season-culminating tournaments played at the junior level do not count toward legacy player status.

## IV Touring Team – EUPA Cooperation

### IV.1 PRE-REQUISITES

In order to qualify for support from the EUPA, TTs must register with the EUPA as a TT by the end of the last day in February prior to the summer season in question unless an alternate date has been specified by the EUPA. To register, email the **EUPA TT Registration Form** to the EUPA Touring Team Liaison. The roster section of the form can be submitted after the members of the team are finalized. This must be done before the TT attends their season-culminating tournament for the given year.

In exchange, the EUPA will provide TTs with some space on the home page of [www.eupa.ca](http://www.eupa.ca) (along with other relevant areas of the website) for advertising purposes as well as a page under the *Groups & Teams* section for the TT to use as they wish (monitored by the EUPA Internal Communications Chair)<sup>1</sup>.

### IV.2 SUPPORT

The EUPA will support TTs on an activity-support basis. The following are ways for TTs to give back to the Edmonton ultimate community supported by the EUPA. You may choose to do any or none of the following. Please carefully review the details for each activity you wish to undertake.

	TT Requirement	Support from the EUPA
V.1	Hold 8 open practices during the first 8 weeks of outdoor season (max 2/week).	Provide Premier C level fields (~\$6.85/hr) for practice.
V.2	Run up to 3 clinics or hat tournaments (depending on demand) between April and July that meet minimum standards set by the EUPA.	\$200 / clinic \$200 + profits / hat tournament
V.3	Run a men's or women's league.	Provide basic level fields. TT would keep the profits from the league.
V.4	Lead pick-up for 6 consecutive weeks with a minimum of 4 TT players and 10 EUPA members.	\$400

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<sup>1</sup> All actions are subject to the EUPA Internal Communications Chair's approval.

V.5	Participate in summer league on a team in the bottom 75% of league (from initial seeding).	1 TT/legacy player on a team = \$200 per TT player for their TT 2 TT/legacy players on a team = \$150 per TT player for their TT 3 TT/legacy players on a team = \$75 per TT player for their TT 4 TT/legacy players on a team = \$50 per TT player for their TT 5 or more TT/legacy players on a team = no bonus
V.6	Participate in summer league by co-captaining a team of individuals with another TT player.	2 touring team players captaining an individuals team = \$200 each

## V Touring Team Activity – EUPA Support Details

### V.1 OPEN PRACTICES

#### V.1.1 Requirements

1. The TT will hold 8 open practices during the first 8 weeks of outdoor season with a max of 2 open practice sessions per week.
2. Practices must be open to all players.
3. Practices must be held on booked City fields. Holding regularly scheduled TT practices in public parks (ie. William Hawrelak Park) will entitle the EUPA to withhold funding.

#### V.1.2 EUPA Support

1. 2 x 2 hour time slots will be provided per week on Premier C level fields for the 4 months of summer (May-August).
2. The TTs will preview City of Edmonton fields to determine which locations would be preferable. The TTs will relay this information to the EUPA (or accompany a EUPA board representative to the field allocation meeting) in order to plan for the upcoming season. The preferred fields will be subject to the availability from the City of Edmonton.
3. The EUPA recognizes that TTs must be able to practice on high quality fields to be able to compete at a high level in the national and/or international domain. If city of Edmonton fields are inadequate, the EUPA will provide TTs with funds equivalent to the cost of booking level C premier fields (~\$6.85 / hr) that TTs can use to pay for the use of private fields (i.e. Rugby clubs). It is up to each TT to secure these non-city fields and to cover the cost of these fields if they exceed the amount indicated above.
4. Holding open practices will entitle the TTs to practice field funding even if the TT fails to qualify for their season culminating tournament.

### V.2 HAT TOURNAMENTS AND CLINICS

#### V.2.1 Requirements

1. Clinics may be run during the period from April to July depending on demand.
2. Advertised at least 1 week prior on the EUPA website.
3. Run a minimum of 2 weeks after the last clinic run by the same touring team.
4. Clinic schedule must be approved by the summer league committee.
5. Lead by a minimum of 5 TT players.
6. Attended by at least 10 EUPA members. The TT is responsible for submitting an **EUPA Clinic Form** to the board within 2 weeks of the clinic.

7. The form and content of the clinic is to be determined by the TT running it – the following forms are acceptable:
  - a) Skills and drills
    - i. Session must be a minimum of 1.5 hours long
    - ii. Free to all EUPA members.
  - b) Hat tournament
    - i. Minimum 4 teams x 10 players / team
    - ii. Water and minimal field food must be provided
    - iii. Cost must be no more than \$10
8. The focus of each clinic will coincide with the progression of general ultimate skill development and knowledge through the summer season.

#### **V.2.2 EUPA Support**

1. \$200 to the TT per skills and drills clinic.
2. \$200 to the TT per hat tournament and the TT will keep any profits they make.
3. If in running a clinic a TT does not meet the minimum standard set by the EUPA, the support from the EUPA will be halved.

### **V.3 MEN'S / WOMEN'S LEAGUES**

#### **V.3.1 Requirements**

1. Run a men's or women's league for a minimum of 6 weeks.
2. A member of the TT must be appointed as the official contact for the league.
3. The TTs will preview City of Edmonton fields to determine which locations would be preferable. The TTs will relay this information to the EUPA (or accompany a EUPA board representative to the field allocation meeting) in order to plan for the upcoming season. The preferred fields will be subject to the availability from the City of Edmonton.

#### **V.3.2 EUPA Support**

1. 1 x 2 hour time slot will be provided per week on basic level fields for the duration of the league<sup>2</sup>.
2. TTs would keep all profits from their league.

### **V.4 PICK-UP**

#### **V.4.1 Requirements**

1. Run pick-up once a week for 6 consecutive weeks during the summer (May-August). Up to two pickup sessions must be made up where weather does not permit pick-up to occur.
2. The pick-up session must be at least 1.5 hrs long so members have time to drop in.
3. The TT will be responsible for posting to the message board about pick-up times / locations that week as well as bringing cones and setting up the field.
4. A minimum of 4 TT players and 10 EUPA members (non-TT players) must attend. The TT will be responsible for submitting an **EUPA Pick-up Form** at the end of their 6 weeks.

#### **V.4.2 EUPA Support**

1. \$400 will be awarded to the touring team.

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<sup>2</sup> If a TT would like premier fields for their league, they will not be covered by the EUPA. The full cost of premier fields will be covered by the TT.

## **V.5 PARTICIPATION IN SUMMER LEAGUE**

### **V.5.1 Purpose**

1. To encourage TTs to have additional interaction and direct contact with the membership and spread the knowledge and experience of TT players out in the league. This will foster a positive learning environment as well as raise the level of the Edmonton ultimate community as a whole.
2. To avoid the “requirement” for TT players to play league – those who do not want to play, for whatever reason, are not mandated to do so.

### **V.5.2 Requirements**

1. Provide a significant leadership and teaching role to any summer league team, subject to:
  - a) Sliding pay scale proportioned to the size of the role taken (i.e. coaching or playing on a team where no other TT player is involved is considered more difficult than if doing so in a group of TT players).
  - b) TT player must attend >75% of the league team’s games (if TT player is injured they can coach instead).
  - c) The team that the TT player is on must be in the bottom 75% of league (based on the team’s initial seeding).
2. A TT player may also sign up to “coach” a team (they do not play league fees, nor do they play).

### **V.5.3 EUPA Support**

1. To accurately capture the intent of this bonus; see the definitions for touring team players (see 3.3) and legacy players (see 3.4).
2. To determine the compensation for TT players eligible for this bonus the following strategy will be used:
  - a) If there is 1 TT player on the team and no legacy players, that TT player receives \$200 for their TT.
  - b) If there are 2 TT/legacy players on the team each TT player receives \$150 for their TT.
  - c) If there are 3 TT/legacy players on the team each TT player receives \$75 for their TT.
  - d) If there are 4 TT/legacy players on the team each TT player receives \$50 for their TT.
  - e) If there are 5 or more TT/legacy players on the team no bonuses are rewarded to touring team players.
3. Rookie TT players are eligible for \$70 of funding if they participate in league regardless of which team they play for – they do not affect the TT player limitations as stated above.
4. Should a player identified as a “coach” at the outset of the season be found to be playing games on a regular basis, that person is deemed to be a player and will have \$75 deducted from their TT’s funding. This provision prevents a TT player from avoiding paying league fees.

## **V.6 CO-CAPTAINING AN INDIVIDUALS TEAM**

### **V.6.1 Requirement**

1. Co-captain a summer league team made up of individuals (usually they are new to the sport or don’t belong to any team) with one other TT player.

### **V.6.2 EUPA Support**

1. Each TT player would receive \$200 for their TT.

## V.7 BONUS 3 – THE BLUE SKY PROVISION

Every so often the EUPA implements a new policy or event that benefits its members and makes the Association better. The TTs are encouraged to get involved in the EUPA – if a contribution spearheaded by the TT is implemented, the EUPA reserves the right to recognize this contribution with additional support to the TT, subject to Board approval (i.e. creation of the Legacy Committee, introduction of the Forcing Home Benefit Indoor Hat Tournament, etc.).

## VI Other Provisions

### VI.1 ORGANIZING AND RUNNING EUPA SANCTIONED TOURNAMENTS

#### VI.1.1 Requirements

1. TTs will be given first opportunity to submit bids to organize and run EUPA tournaments. To submit a bid, the TT must fill out an **EUPA Tournament Bid Form**.
2. The EUPA tournaments committee will review bids and offer the tournament to the team with the best bid.
3. If the EUPA deems none of the submitted bids to be adequate, then bidding for the tournaments will be opened to the general EUPA membership.
4. If no suitable bid is obtained the tournament will be run by the EUPA Tournaments Committee.
5. Each TT must have a liaison with the EUPA Tournaments Committee. This committee will organize the TT's efforts to run tournaments in the year. It is recommended that this liaison be the Tournament Representative in the case of a successful bid.
6. Once assigned to a specific tournament, TTs will have to indicate their preferred style of running the tournament.

#### VI.1.2 EUPA Compensation

1. Compensation methods include:
  - a) **Full Risk – Full Profit**  
TT's take 100% of risk and net proceeds. Under this method only, a \$500 performance bond will be withheld from the money owed to the TT if the board deems that the tournament is poorly run.
  - b) **Safety Net**  
Net proceeds issued to the TT are limited to 75%, but the TTs maintain full indemnification against a net loss.
  - c) **Volunteer**  
Teams only supply volunteers, all organizing done by EUPA, paid on a per volunteer basis. All monies and expenses go through EUPA. In consideration for this volunteer work, the TT will receive a portion of the net proceeds of the tournament dependent on the success of the tournament and the amount of volunteer work provided.
2. In general, TTs must seek to continue the established format of each tournament (as defined by the **EUPA Tournament Manual**). Significant departures from these formats must be approved by the EUPA Tournaments Committee.
3. The TT that organizes and runs a tournament will be evaluated on their performance after the tournament according to the criteria established by the EUPA Tournaments Committee. Should these criteria not be met, the EUPA reserves the right to withhold all or a portion of the net proceeds from the tournament.

## **VI.2 SERVING IN THE EUPA MENTORSHIP PROGRAM**

1. Individual TT players will be given the opportunity to register as mentors in the EUPA's Mentorship Program. This program will run independently of the TT Cooperative Agreement. Therefore, any TT player that provides mentorship services under this program will be compensated directly (i.e. not through their TT) according to the guidelines set out in the Mentorship Program guidelines.
2. Whenever possible in order to provide additional support to the TT players, they will be given preference to non-TT players choosing to mentor (unless the team being mentored specifically requests a non-TT mentor).

## **VII Future Provisions**

### **VII.1 REVIEW**

The EUPA will decide each year if the Agreement requires revision. All TTs taking part in the previous year's policy will be contacted to provide their feedback.

### **VII.2 APPEAL**

Grievances with specific statements within this agreement can be brought before the board by request at regularly scheduled board meetings.

## **VIII Payment Schedule**

Money owed to the TTs by the EUPA will be paid on or before September 15 if the TT's season culminating tournament has been played. If the team has not yet played its season culminating tournament money will be withheld and paid within two weeks from the end date of the season culminating tournament.

If a TT has met requirements for support but fails to qualify for their season culminating tournament, the EUPA will carry the funding earned over for one consecutive year.

## **IX Compliance with Regulations and Policies**

Contravention of laws or policies of the Province of Alberta or City of Edmonton will be viewed as contravening this agreement and any money payable under the agreement may be withheld or forfeit at the sole discretion of the EUPA.

## **X Audit and Final Approval**

All requirements are subject to audit and final approval by the EUPA. Support and eligibility with respect to the above cooperative agreement program can be denied subject to satisfactory compliance with the policy's provisions as determined by the EUPA Board of Directors.