



RECRUITMENT & RETENTION STRATEGY

1.0 Overview:

The Langley United Soccer Association values and recognizes the contributions that volunteers have to the Club. The Club could not function without the many volunteers who dedicate their time to help the soccer community of Langley.

Educating coaches, managers, leaders, Board members and all Club volunteers is very important. The Langley United Soccer Association recognizes that the organization has a responsibility to provide information to volunteers about the Club and its activities and has orientation manuals available to its volunteers to assist them in carrying out their volunteer duties with LUSA.

Langley United will endeavour to make all volunteers feel welcome and appreciated and inform them of the Club's policies and procedures. All volunteers are important to the Club and the tasks performed by our many volunteers help contribute to the mission and vision of the Club. All volunteers will be advised of their roles within the organization, who they report to, and what can be expected of them in their volunteer position with the Club. A job description will be provided to outline the expectations of the volunteer.

Each volunteer will be provided with a manual specific to their function with the Club that will contain the following:

- Description and history of Langley United
- Description of the overall programs and participants of Langley United
- Organizational chart for Langley United
- Orientation of all facilities
- Knowledge of general policies and procedures

All volunteer opportunities with Langley United are posted on the Club website. And electronically mailed out to all the clubs membership. There are two seasons with Langley United, these being the Spring season which runs from April to the end of June and the Fall/Winter season which runs from September to March.

For the Spring season volunteer opportunities are announced in January and for the Fall/Winter season these opportunities are announced in May. Coaching applications for the upcoming season are sent to current Club members electronically and posted on the Club website outlining the deadline for submission of applications. After the appointment of the Head Coach, this person is responsible for selecting their assistant coaches and team manager. Orientation manuals are provided to coaching staff to assist them in learning about the Club's policies and procedures, and to assist them in educating team parents and players of the Club's expectations and codes of conduct regarding appropriate behaviour.



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All coaches are provided with an annual review form to be submitted to the Board so that any issues can be addressed and improvements made to the Club's operations as needed. All players and parents are provided with review forms to provide feedback with respect to team coaches so that any feedback can be shared to improve the Club's plan for player development.

A coaches / volunteer recognition and awards evening is held in May where the club recognises the efforts and commitments made during the year by the many volunteers.