



www.illinoisindiansbaseball.com

Prospective Coach-

Let me first commend you for your willingness to work with young men and teach them to respect the game that we all love. It takes a special person to be a baseball coach; one must be patient, understanding, and compassionate, but at the same time competitive, driven, and direct. This game has provided me with so many great memories, and hopefully there are many more in the future!

In the following pages you will find a number of documents explaining just about everything that is expected of you as a coach in our program. We take a great deal of pride in promoting our coaching staff, and therefore a great deal of time in the coach selection process. Just as we have our players tryout and go through winter training before we assign teams, we generally do the same with new coaches in our program so that we can determine where they best fit.

We go through 30-50 coaching applicants every year, and in some instances we only have 1 or 2 spots available. We are highly selective because we know the impact that having a great (or not so great) coach can have on our players, and also how that reflects upon the Illinois Indians as an organization.

"With great power, comes great responsibility."

Our head coaches are given every opportunity to be successful. They have the option to work with players 5x per week during the winter, they are given their own iPad, and can travel to some great destination tournaments (Phoenix, Las Vegas, Atlanta, Ft Myers). We also pay our head guys very well (relative the industry standards). In some cases head coaches in our program can make as much as \$12,000 - \$15,000 per year just from coaching in tournaments and practices!

With these perks comes some pretty lofty goals, high expectations, and a great deal of responsibility!

We expect things to be done a certain way, the right way. Arrive early, stay late, and go hard while present. This is what we preach to our players, and it is what you must show by example. There is no room for laziness in our program!

Please take the time to complete the attached forms. Once complete you can fax to (847) 905-7355 or scan/e-mail to forms@illinoisindiansbaseball.com

Thank you again for your interest in the Illinois Indians, and your passion to teach the game!

Professionally in baseball,

Nelson C. Gord

Founder – Illinois Indians Travel Baseball Club



Coach Application

Name: _____ DOB: _____ Cell #: _____

Address: _____ City/ST: _____ Zip: _____

What age group would you be interested in coaching? (Circle all that apply)

10U 11U 12U 13U 14U 15U 16U 17U 18U 22U

Highest level of education completed:

High School Some College 2-Year Degree 4-Year Degree Master's Degree

What age group do you believe your personality, experience, and skill set is most suited to coach? _____

Why? _____

Are you more interested in being a Head Coach or Assistant Coach? _____

Why? _____

What season(s) are you interested in coaching? (Check all that apply)

_____ Fall/Winter Tournament _____ Winter Training _____ Summer Tournament

Are there any scheduling, work, family conflicts you foresee conflicting with your Indians obligation? _____

If so, please describe situation: _____

Coaching background/experience: _____



Coaching Expectations, Schedule, and Compensation

Winter Training

\$0.00 - \$5,000.00 per year \$0.00 - \$350.00 per week (14.5 weeks)

- Skill Sessions (Tuesday, Wednesday, Thursday, Saturday)
 - 45 minute sessions working on position specific & skill specific development (all ages)
 - \$25.00 for head coach & \$15.00 for assistant coach (If 5+ players) per session
 - Coaches are required to complete progress reports and record objective data or video each week

Head Coach – Summer Season

\$4,500.00 - \$5,800.00 per year \$400.00 per week (8 – 10 weeks)

- Team Practices: 1.5 hours (1 practice) for 15 weeks = \$50.00/week (**\$750.00**)
 - Sunday afternoon/evening (4:00 – 5:30PM or 5:30 – 7:00 PM)
- Summer Tournaments: 8-10 weeks @ \$400.00/week (**\$3,200.00 - \$4,000.00**)
 - Coaches responsible for online schedule, entering stats, and group communication (w/assistance)
 - Status updates & progress reports on FieldLevel
 - One (1) to four (4) out of town tournaments that would require hotel stay
 - Meals, gas, hotel are all paid for prior to traveling (coach responsible for player meal \$)
- New coaches in the program receive an iPad and it is theirs to keep (**\$500.00** value)
 - Returning coaches will receive **\$100.00** allowance for summer for data package to stream games live
 - Some iPads have built in wireless data, others would need to connect to hotspot

Assistant Coach – Summer Season

\$1,300.00 - \$4,500.00 per year \$135.00 - \$450.00 per week (8 – 10 weeks)

- Summer Tournaments: \$45.00 per game (avg. 40 games = **\$1,800.00**)
 - Can work with multiple teams (many teams play in same tournaments)
 - Fill in for head coach – the head coach will pay you additional \$30.00 per game

Head Coach – Fall/Winter Season

\$2,450.00 - \$4,800.00 per year \$350.00 - \$400.00 per week (8 – 12 weeks)

- Tournaments: 7-10 weeks @ \$350.00/week for tournament + \$50.00/week for practice
 - Coaches responsible for online schedule, entering stats, and group communication (w/assistance)
 - Status updates & progress reports on FieldLevel
 - Opportunities to travel to some premier tournament destinations (Phoenix, Las Vegas, Ft. Myers, etc.)
- New coaches receive an iPad, but will be obligated to return if they do not coach summer season

Assistant Coach – Fall/Winter Season

\$1,200.00 - \$2,700.00 per year \$135.00 - \$275.00 per week (8 – 12 weeks)

- Tournaments: \$45.00 per game (avg. 30 games = **\$1,350.00**)
 - Can work with multiple teams (many teams play in same tournaments)
 - Fill in for head coach – the head coach will pay you additional \$30.00 per game

Our qualified, passionate, and dedicated head coaches can earn as much as \$12,000 - \$15,000 per year!



2013/2014 High School Coach - Independent Contractor Agreement

Coach Name: _____ **SS#:** _____

Address: _____ **DOB:** _____

Independent Contractor Responsibilities:

1. Fulfill all the expectations of being an Illinois Indians Coach.
2. Follow the Coaches Code of Conduct

Payment Schedule – Fall/Winter 2014 (10 weeks)

Log to be completed by following dates: 8/25, 9/2, 9/8, 9/15, 9/22, 9/29, 10/6, 10/13, 10/20, 10/27

Payment Schedule – Winter Training Season (15 weeks)

Log to be completed by following dates: 11/10, 11/17, 11/24, 12/1, 12/8, 12/15, 12/22, 1/12, 1/19, 1/26, 2/2, 2/9, 2/16, 2/23, 3/2

Payment Schedule – Tournament Season (11 weeks)

Log to be completed by following dates: 5/26, 6/1, 6/8, 6/15, 6/22, 6/29, 7/6, 7/13, 7/20, 7/27, 8/3

Payment Schedule – Fall 2014 (10 weeks)

Log to be completed by following dates: 8/24, 9/1, 9/7, 9/14, 9/21, 9/28, 10/5, 10/12, 10/19, 10/20

This Agreement does not constitute a hiring by either party. It is the parties intention that Independent Contractor shall have an independent contractor status and not be an employee for any purposes, including, but not limited to, the application of the Federal Insurance Contribution Act, the Social Security Act, the Federal Unemployment Tax Act, the provisions of the Internal Revenue Code, the State Revenue and Taxation Code relating to income tax withholding at the source of income, the Workers' Compensation Insurance Code 401(k) and other benefit payments and third party liability claims. Independent Contractor shall retain sole and absolute discretion in the manner and means of carrying out their activities and responsibilities under this Agreement. This Agreement shall not be considered or construed to be a partnership or joint venture, and the Company shall not be liable for any obligations incurred by Independent Contractor unless specifically authorized in writing. Independent Contractor shall not act as an agent of the Company, ostensibly or otherwise, nor bind the Company in any manner, unless specifically authorized to do so in writing.

Independent Contractor recognizes and understands that it will receive an IRS 1099 statement and related tax statements, and will be required to file corporate and/or individual tax returns and to pay taxes in accordance with all provisions of applicable Federal and State law. Independent Contractor hereby promises and agrees to indemnify the Company for any damages or expenses, including attorney's fees, and legal expenses, incurred by the Company as a result of independent contractor's failure to make such required payments.

As agreed to by the parties:

Independent Contractor Signature:

Illinois Indians Signature:

EVERY coach must complete IRS W-9 form: <http://www.irs.gov/pub/irs-pdf/fw9.pdf>



Manager / Coach Code of Conduct

The Managers and Coaches must recognize that they are representing the Indians Organization at all times. Statements made and the conduct of our Managers and Coaches determine the reputation of our baseball program in the eyes of the parents, players, spectators and visitors. Therefore, it is the responsibility of each Manager and Coach to maintain the best interests of the Indians Organization at all times. All Managers and Coaches, as a condition to their selection and continued service as Managers and Coaches, are expected to adhere to the following Code of Conduct:

Expectations

1. Be open and understanding, show patience and have the capacity and willingness to work with young players. The Manager and Coaches must help their players understand that winning is secondary and giving their best effort is primary. When a Manager / Coach is focusing on the effort a player puts forth, it will make the player more confident with their abilities. Be reasonable in your demands on the players and remember that the game is for them.
2. If a Manager wishes to question the interpretation of a rule (not balls and strikes, safe or out) or needs to discuss a situation with the umpire, he / she first must ask for time out and, if granted, then shall discuss or question the call / situation in a courteous and calm manner.
3. Complaints and concerns about the management of the program and the Indians Organization should only be addressed in private with the Executive Committee of the Indians Organization.
4. Once the game begins, the Managers and Coaches must remain in the dugout at all times except when coaching a base, warming up a pitcher, batter or catcher or when time out is requested and granted for a conference with a pitcher, umpire or for an injury.
5. Each Manager and Coach is expected to know the rules for his / her Age Group, including but not limited to pitching limitations, playing time, batting order, safety and position play.
6. In order to keep the baseball experience positive for the players, ideally each team during a game should have one Manager and one Coach coordinating the activities for the team.
7. Any violation of a Code of Conduct needs to be reported to the Age Group Director.
8. Managers shall create a schedule that is consistently competitive with their perceived talent pool allowing for a few stretch games (higher talented teams) and enough games that allow developmental opportunity for all players in various positions.
9. Any criticism of a player is to be "teaching orientated" and is to be directed towards the improvement of the player.
10. While baseball "chatter" is sometimes used during a game, loud obnoxious noises or screaming with the intent to rattle the opposing pitcher is prohibited. Intentional distractions, such as banging or rattling dugout fences will not be tolerated.
11. Any major disciplinary action needs to be reported to the Indians Board of Directors.
12. Do not leave players unattended after practices, games or scheduled events.
13. Be sure players adequately warm-up and warm down at every practices and games.
14. Please direct all items of conflict or concerns to the Indians Executive Board if they are not resolved or cannot be resolved through the efforts of the Manager.
15. Managers and Coaches are expected to set realistic start and end time for practice.

Coach Name: _____

Team: _____

Signature: _____

Date: _____