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# RIVER CITY

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FOOTBALL CLUB

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## RIVER CITY FC REP COACHING PATHWAY - INTRO

Rooted in community and driven by passion, River City FC empowers coaches and players to grow together through mentorship, leadership, and excellence. This pathway reflects our shared belief that when we invest in people — building confidence, accountability, and unity — we create not just stronger teams, but a stronger soccer community for Campbell River. Together, we are shaping the next generation of players and leaders, one season at a time.



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### RIVER CITY FC REP COACHING PATHWAY - SUMMARY

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#### Purpose

River City FC is dedicated to developing a clear pathway for Coach and Player growth. The Technical Director (TD) provides leadership and mentorship across all Rep age groups, ensuring balance between Coach independence and program-wide consistency.

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#### Key Focus Areas

- Prep Program (U10–U11): Recruitment and guidance of new volunteer Coaches to build understanding of Club values and long-term goals.
- Development Team Phase (U12–U13): Guided independence for Coaches to lead Teams with TD support as needed.
- Leadership Phase (U14): TD takes a direct Head Coaching role to model standards, mentor coaches, and reinforce accountability.

- Competitive Team Phase (U15+): Renewed autonomy for Coaches with continued oversight to maintain technical and cultural standards.
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## **Mentorship & Placement**

Coaches receive support tailored to their goals and commitment. Those who wish to advance participate in the Club Rep Academy for additional mentorship.

Matches and training sessions will be video-recorded so Coaches can review and learn from their own sessions, improving self-awareness and coaching quality.

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## **Collaboration & Communication**

The TD will host a Rep Coaches Meeting prior to the season to set expectations and ensure alignment.

A Rep Managers Group Chat on TeamLinkt will support coordination of schedules, fundraising, and shared resources.

The TD will also lead Parent and Player Meetings to establish consistency and shared understanding of the club's values and expectations.

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## **Outcomes**

The pathway builds confident Coaches and Players, centered on accountability, leadership, and consistent development.

The U14 Program serves as the foundation—driving excellence and reinforcing River City FC's commitment to high standards in Rep Soccer.



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## RIVER CITY FC REP COACHING PATHWAY - THE PLAN

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### Introduction & Purpose

River City FC is committed to building a clear and accountable pathway for both Coach and Player development. This plan outlines how the Technical Director (TD) will lead at the U14 level while supporting and mentoring volunteer Coaches across all competitive age groups. The focus is to balance independence and guidance, ensuring consistency, continuity, and excellence in our Rep Program.

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### Key Focus Areas

#### **Prep Program (U10–U11)**

Early recruitment and mentorship of volunteer Coaches. The focus at this Stage is on introducing basic coaching standards, providing mentorship to new volunteers, and identifying Coaches with a long-term interest in Player Development.

## **Development Team Phase (U12–U13)**

A period of guided independence and developmental creativity. Coaches are encouraged to experiment and grow, while still receiving support as needed. The Technical Director remains available to provide advice and ensure alignment with Club Standards, without overshadowing the Coach's leadership.

## **Leadership Phase (U14)**

The Technical Director assumes a direct Head Coaching role to set the technical and cultural standard for the competitive program. This year emphasizes consistency, philosophy, and Player accountability, while providing existing Rep Coaches with hands-on exposure to advanced training and match management.

*Example Resource:* [Match Example – U14 Coaching in Action](#)

For an excellent reflection of River City FC's Player movement, ball recovery, and tactical shape, review the moments at 45:00 and 49:00. These segments demonstrate high-quality play and effective team communication that align with the Club's Development objectives for this age group.

## **Competitive Team Phase (U15+)**

A renewed phase of independence for Coaches, supported by the Technical Director's ongoing oversight and mentorship. While volunteer Coaches have autonomy, the TD continues to guide and ensure club alignment, maintaining the standards required in Rep Soccer.

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## **Coach Mentorship & Placement**

Coaches are supported according to their experience, goals, and contributions. The TD provides structured mentorship, recognizing that some volunteers are focused on supporting players, while others are genuinely interested in advancing as coaches. Each season, Coach placement is reviewed to ensure the best fit between coaching ability, developmental goals, and team needs.

Keen and committed Rep Coaches will receive additional guidance and mentorship opportunities through participation in the Club Rep Academy, working closely alongside the Technical Director to further their coaching knowledge and align with the club's overall development philosophy.

In addition, River City FC will record both matches and training sessions using video technology. This allows committed coaches to observe their own coaching behaviors, player interactions, and training structure. By watching and listening to themselves, coaches gain valuable insight into their communication style, session flow, and overall effectiveness—an essential step in continued growth and self-development.

Further, if and when Coaches are ready, they will be put through Certified Coaching Courses that will further expand their learning experience and make the Club compliant from a Grassroots Standards standpoint.

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## **Coach Movement & Placement Strategy**

River City FC recognizes that coaching assignments should reflect both the strengths and aspirations of each Coach. At times, this means moving Coaches out of an age group where they may no longer be suited or needed, and into one where their skills and approach will be most beneficial.

This approach ensures every team benefits from the right coach for its stage of development, while providing growth opportunities for volunteers who demonstrate potential and commitment.

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## **Communication & Collaboration**

Effective communication is vital to the success of River City FC's Rep program.

To set the stage for each season, the Technical Director will host a Rep Coaches Meeting prior to the start of the season. This meeting ensures that all Coaches are aligned on expectations, technical standards, and Club philosophies before Players take the field. It provides a collaborative space for planning, clarifying goals, and building consistency across all age groups.

A Rep Managers Group Chat hosted on TeamLinkt will serve as a central communication hub, allowing Managers and Coaches to collaborate easily. This group will help coordinate activities such as bottle drives, car washes, scheduling needs, and use of shared resources like cameras. It also provides a space for quick questions, shared solutions, and unified planning across all teams.

To ensure alignment and consistency across the Competitive Program, the Technical Director will also facilitate preseason Parent and Player meetings for each Rep Team. These sessions establish expectations, outline the Club's philosophy, and ensure all participants—Players, Parents, and Coaches—share a unified understanding of River City FC's developmental and behavioral standards.

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## **Expected Outcomes**

River City FC's success is measured not only by performance but also by the consistency and quality of Coaching and Player development. This structured approach enhances coaching capability, increases volunteer retention, and fosters confidence across all levels of play. The U14 Program serves as the cornerstone of this model — a year focused on leadership, learning, and excellence that sets the tone for River City FC's competitive standards.