



Trainers Regulations

12th of February 2026



Article I. Definitions

This regulation uses the following definitions:

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| a. Harambee | Volleyball association Harambee |
| b. Nevobo | Nederlandse Volleybal Bond (Dutch Volleyball Association) |
| c. Board | The board of Harambee |
| d. Technical committee | The technical committee of Harambee |
| e. Internal regulations | Internal regulations of Harambee |
| f. Training activities | Providing volleyball practice of behalf of Harambee |
| g. Indoor training activities | Training activities for the benefit of those who extended their Harambee membership with of receiving volleyball training in the hall (in accordance with paragraph 1.3.a of the Internal regulations) |
| h. Beach training activities | Training activities for the benefit of those who extended their Harambee membership with of receiving volleyball training on the beach fields (in accordance with paragraph 1.3.d of the Internal regulations) |
| i. Indoor contribution | The total of supplements to the contribution that a member has to pay when he extends his Harambee membership with one or more of: a. receiving volleyball training in the hall [training member], b. taking part in the contests organised by Nevobo and using the competition uniforms, provided by Harambee [Nevobo], c. participating in the mixed competitions organised by Harambee [Mix], in accordance with paragraphs 1.3a – 1.3.c of the internal regulations. |
| j. Beach contribution | The total of supplements to the contribution that a member has to pay when he extends his Harambee membership with one or more of a. receiving volleyball training on the beach fields, b. participating in the beach competition organised by Harambee, in accordance with paragraphs 1.3d – 1.3.e of the internal regulations. |
| k. Coaching activities | Coaching a volleyball team on behalf of Harambee |
| l. Association year | A volleyball year from 1 st of August until 31 st of July |
| m. Competition half | A part of the association year, either from 1st of August until the end of the 1 st semester, OR the 1st of January until 31st of July |
| n. VTR license | Trainers license “Volleybaltrainer 3”, recognised |

- o. VTR trainer by the Nevobo
- p. Sports canteen A trainer in possession of a VTR license
The catering facility in sports centre of the University of Twente, operated by KSUT

Article II. Conditions VTR Trainers

- 2.1 VTR trainers are divided in three categories:
 - a. VTR trainers who obtained their VTR license on behalf of Harambee.
 - b. VTR trainers who did not obtain their VTR license on behalf of Harambee, but who are recognised as VTR trainers in this category by the board in writing, on the understanding that recognition by e-mail suffices.
 - c. VTR trainers who are not in category a or b.
- 2.2 Any VTR trainer in category a or b who wants to be compensated as a VTR trainer is obligated to fulfil all obligatory activities (see 2.3) and at least two free activities (see 2.4) beyond his regular training and coaching activities per association year after obtaining his VTR license.
- 2.3 The obligatory activities are:
 - a. Participating in the trainers discussion evening provided that it is announced at least four weeks in advance by the board or the technical committee, unless the trainer has compelling reasons to not attend. The latter is at the discretion of the board.
 - b. Supervising trainers that are assigned to him by the technical committee, during at least three trainers and/or coaching activities per trainer with a maximum of three trainers per VTR trainer. The trainers that are supervised by the VTR trainers are defined by mutual agreement between the VTR trainer and the technical committee.
- 2.4 The free activities are:
 - a. Providing the trainers course of Harambee in collaboration with the technical committee.
 - b. Organising the trainers discussion evening in collaboration with the technical committee.
 - c. Organising a clinic for the members of Harambee in collaboration with the board.
 - d. Providing extra practices for specialised or specific member groups in consultation with the board or the technical committee.

- e. Develop and upload specified number of exercises and/or articles for the Harambee Trainers Wiki. The numbers and topics have to be decided on in consultation with the board or technical committee.
 - f. Any other activity that is classified as a free activity by the board. VTR trainers are free to propose any such activities to the board.
- 2.5 The board should provide all VTR trainers in category a or b to comply with the conditions as defined in 2.2. The board shall lower the requirements for the concerned association year if this is not feasible. The board shall inform the VTR trainers in writing, on the understanding that recognition by e-mail suffices.
- 2.6 It is up to the board to decide whether a specific free activity will take place.
- 2.7 The division which VTR trainer will fulfil which free activities is made by the technical committee in consultation with all VTR trainers in category a and b and the board.
- 2.8 The board can, in consultation with a VTR trainer, decide to exempt an individual VTR trainer from (a part) of the obligations as defined in paragraph 2.2. The board shall inform the VTR trainer about this decision in writing, on the understanding that information by e-mail suffices.

Article III. Categorization of Trainer Compensation

- 3.1 All student trainers that perform trainers activities within Harambee trainers on regular basis qualify for a compensation for student trainers.
- 3.2 All VTR trainers that meet the criteria as stated in article II qualify for a compensation for VTR trainers.
- 3.3 Trainers that perform trainers or coaching activities only incidentally within Harambee, qualify for a compensation for incidental trainers. The compensation for incidental trainers only applies on the day that a trainings or coaching activity if performed.

Article IV. Compensations from Harambee

- 4.1 The compensation for student trainers consists of the following:
- a. Reimbursement of the basic membership fee.
 - b. In case the trainer performs training activities indoors: remission of the indoor contribution.
 - c. In case the trainer performs training activities beach: remission of the beach contribution.
 - c. The possibility to get coffee and tea free of charge in the sports canteen.
 - d. Trainers wear to make a trainer recognisable as such within Harambee, at the discretion of the board and the technical committee.
- 4.2 The compensation for VTR trainers consist of the following

- a. All fees received by student trainers as stated in article 4.1.
 - b. The costs of the VTR course and the associated Test of Aptitude.
 - c. The membership fee of the Nederlandse Vereniging van Volleybal Oefenmeesters (NVVO, i.e. the “Dutch Association of Volleyball Practice Masters”).
 - d. The cost for the education required for license renewal and the cost for the VTR license renewal itself.
- 4.3 Compensation for occasional trainers consist of the following:
- a. The possibility to get coffee and tea free of charge in the sports canteen.
- 4.4 A trainer may use the compensation granted to him during the association year.
- 4.5 If the board considers that a trainer fails to comply with the terms of these regulations or prematurely terminates his training or coaching activities, the board may reclaim all or part of the compensation received by the trainer in that association year.
- 4.6 As an exception to 2.7, the fee mentioned in 4.2.b may also be reclaimed outside the association year in which it was received. This can be done for the following reasons:
- a. The trainer has not yet obtained and no longer intends to obtain his VTR license.
 - b. The trainer has not yet obtained his VTR license and the board considers it unlikely that the trainer will still obtain it. The board notifies the trainer of this in writing. The trainer then has 4 more months to obtain the VTR license. If this is not met, the fee can be reclaimed.
 - c. After obtaining his VTR license, the trainer has performed less than 4 competition halves of work for Harambee as a VTR trainer and no longer meets the conditions as stated in 2.2. For each competition half that a VTR trainer does not complete, 25% of the original fee may be recovered.

Article V. Compensations from the Student Union

- 5.1 The Student Union (SU) may provide a compensation for trainers as well. The SU can set her own requirements for trainers to receive this compensation.
- 5.2 The Board can decide to prefund the compensation from the SU to the trainer if it is expected that the trainer will meet the requirements for receiving compensation from the SU.
- 5.3 If the trainer inadvertently does not meet the requirements for receiving compensation from the SU, the board can request the trainer to return all or part of the prefunding of this compensation.

Article VI. Final Provisions

- 6.1 Every trainer is obliged to comply with these regulations.
- 6.2 Every trainer is obliged to comply with the code of conduct.

- 6.3 All terms used in these regulations that refer to male persons also refer to female persons and vice versa.
- 6.4 In the event of a dispute about the application or interpretation of these regulations, the trainer and the board will try to resolve this among themselves in all fairness and reasonableness. Should a mutually recognized solution not be found, then one of the parties involved can submit this dispute to the general assembly of Harambee.
- 6.5 All articles in these regulations shall apply subject to the provisions of the statutes and the Internal Regulations of Harambee.
- 6.6 The last amendment to these regulations was approved at the general assembly on 6th of June 2024.