

# 2019 Proposed Changes to Northern Utah United Bylaws & Policies -

## Bylaws -

### Current:

2:01:04 Election of President and Vice President - In the first Northern Utah United Board of Directors meeting following the AGM, which may directly follow the AGM but may be no longer than 30 days following the AGM, the entire BOD shall elect a President and a Vice President to serve for the next year. Following the election of the President and Vice President, the BOD shall determine the positions, duties, and responsibilities of the remaining Board Members at Large for the next year

### Proposed:

2:01:04 Election of President and Vice President Shall take place at the AGM, the President in Odd years, and the Vice President in Even years. They shall be elected by a majority vote by the NUU membership present at the AGM.

**Rationale:** To establish a better practice of representation for the membership

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### Current:

2:02 **Board Of Directors -** ~~The Northern Utah United Board Of Directors shall consist of the following positions:~~

2:02:01 **Directors -**

- A. **President** - ~~The President shall be elected by the voting members of the Board Of Directors. This election shall be held at the Board Of Directors meeting immediately following the Northern Utah United Annual General Meeting, for the next year. The most senior member of the Board Of Directors shall preside over the association between the conclusion of the Association's Annual General meeting and the time that the NUU BOD's first meeting where the new President will be elected. The President has voting rights at all NUU Board Of Directors (BOD) meetings, as set forth below.~~

The responsibilities and duties of the President shall include but not be limited to the following:

1. The President shall preside at and conduct meetings of the Northern Utah United Board.
2. The President shall be an ex-officio member of all committees and shall supervise all activities of the Association.
3. The President is responsible for understanding, implementing and enforcing the Northern Utah United Constitution, Bylaws, Rules and Policies, AND the UYSA Constitution, Bylaws and Policies within Northern Utah United
4. Act in behalf of the organization when so designated by the NUU BOD.
5. Ensure maintenance of the Association's 501(c)(3) tax status.
6. Supervise all Association employees, contract employees, and appointed positions, ensuring their adherence to specified job descriptions and responsibilities as approved by the Northern Utah United BOD.
7. Sign orders on the Treasury.
8. Oversee the timely scheduling of monthly NUU BOD meetings, AGM, and elections.
9. Shall oversee the purchase, distribution, and all other aspects of field and office equipment.

- B. **Vice President** - The Vice President shall temporarily have the authorities and responsibilities of the President during his/her absence. If the office of the President becomes vacant during the term of office, for any reason, the Vice President will assume the duties of the President until such time as the Northern Utah United Board Of Directors shall meet in a special session to appoint a new President. The Vice President does have voting rights in NUU BOD meetings, as set forth below:

The responsibilities and duties of the Vice President shall include but not be limited to the following:

1. Protest and Appeals - Overseeing all facets of this area of the program to include working with the P&A committee chairman to assure the process is done correctly and in a timely manner.
2. Sign orders on the treasury.
3. Other duties as assigned by the President
4. Oversee all aspects of usage of city facilities and related contracts.

C. ~~The Board members at large, not serving as either President or Vice President of the association, shall be prescribed duties, offices, or responsibilities as needed for the duration of one year following the NUU AGM. These board members have voting rights during NUU BOD meetings, as set forth in Section : 2:04.03. The following list are some suggestions for positions that may be filled, but does not constitute a complete list:~~

1. ~~**Director of Coaching** - The office of the Director of Coaching's duties may include but not be limited to the following:~~
  - a. ~~Preside, and Organize Coaching education clinics for NUU.~~
  - b. ~~Plan and conduct coaches meetings~~
  - c. ~~Be a resource for coaching education for all coaches associated within NUU.~~
  - d. ~~Be the representative liaison between the UYSA's State technical director and NUU and in the absence of the employment of a Director of Coaching, act in the role as Director of Coaching for NUU with UYSA.~~
2. **Director of Developmental Soccer (Recreation and Academy Soccer)** - The office of the Director of Development's duties may include but not be limited to the following:
  - a. Oversee the policies that govern the Recreation and Academy Program.
  - b. Work with the Executive directors to help promote the Recreational program within City organizations.
  - c. Other Recreational and Academy related duties as prescribed by the NUU BOD
  - d. Work with and oversee the position of Academy Director, as needed.
3. **Director of Competition** - The office of Director of Competition's duties may include, but may not be limited to the following:
  - a. Oversee the Competition Committee
  - b. Be a liaison between Challenger teams from other Clubs and our own to address issues of fees, division alignment, disciplinary and other issues.
  - c. To help promote the Challenger and State Competition programs and help with the growth of these programs.
  - d. To assist the Executive Director with policy issues within the Challenger league, such as: game reschedule policies, sideline policies, and addressing poor sideline behavior policies.
4. **Director of Risk Management and Safety** - The office of the Director of Risk Management and Safety's duties may include, but may not be limited to the following:
  - a. To ensure the safety of our equipment - such as setting policies to ensure that all goals have appropriate anchors or weights; and that all goals are in good repair
  - b. To encourage and educate coaches about best practices in protecting their players from sexual predators
  - c. To work with our Attorney and city governments on issues of liability.
  - d. And other Risk and Safety related issues as prescribed by the NUU BOD
5. **Director of Media and Public Relations** - The office of Director of Media and Public Relations' duties may include but may not be limited to the following:
  - a. Social media campaigns

- b. Helping NUU promote it's image and goals, such as promoting Cache Valley Cup in the community, or to help us further our Field development goals and ideas.
  - c. Exploring advertising ideas.
- 6. **Director of Budgeting and Treasury** - The office of Director of Budgeting's duties may include but not be limited to the following:
  - a. Work with NUU's accountant to help organize a budget for the following year.
  - b. Work with the Executive Director to help determine a Fee Schedule for each seasonal year.
  - c. Other financially related matters as prescribed by the NUU BOD.
- 7. **Director of Activities** - The office of Director of Activities duties may include but not be limited to the following:
  - a. Work to bring in additional perks for NUU member players and teams, such as camps; work with RSL to set up special Club activities or team nights; work with USU to provide them with Ball girls/boys, etc.
  - b. Arrange other activities as may create club unity

**Proposed:**  
2:02

**Board Of Directors** - The Northern Utah United Board Of Directors shall consist of the following positions: President, Vice President, and five (5) Board members-at-large. The purpose of this board is to represent the combined interest of ALL members of Northern Utah United, and as such should always maintain a fiduciary responsibility to ALL groups, teams, and players within this association. As such, the Board of Directors composition should be restricted in such a way as to disallow any splinter faction within NUU to gain a controlling interest in the board. In other words, no splinter group of teams within NUU, defined as groups that share the same name or that work together in common practice or as an organized group or on the same team, may possess more than two positions on the NUU BOD. For example: if there are fifteen (15) teams which share the name "Panthers" or forty (40) teams which share the name "Aggies", neither the Panthers nor the Aggies could have more than two people associated with those groups that serve on the NUU BOD.

2:02:01

#### **Directors -**

- A. **President** - The President shall be elected by the voting members of Northern Utah United, as set forth in Sections 1:10:01 - 1:10:04. This election shall be held during the Northern Utah United Annual General Meeting, during odd numbered years. The President has voting rights at all NUU Board Of Directors (BOD) meetings, but only in the case of a tie breaker or when a secret ballot is requested.

The responsibilities and duties of the President shall include but not be limited to the following:

- 1. The President shall preside at and conduct meetings of the Northern Utah United Board.
- 2. The President shall be an ex-officio member of all committees and shall supervise all activities of the Association.
- 3. The President is responsible for understanding, implementing and enforcing the Northern Utah United Constitution, Bylaws, Rules and Policies, AND the UYSA Constitution, Bylaws and Policies within Northern Utah United
- 4. Act in behalf of the organization when so designated by the NUU BOD.
- 5. Ensure maintenance of the Association's 501(c)(3) tax status.
- 6. Supervise all Association employees, contract employees, and appointed positions, ensuring their adherence to specified job descriptions and responsibilities as approved by the Northern Utah United BOD.
- 7. Sign orders on the Treasury.
- 8. Oversee the timely scheduling of monthly NUU BOD meetings, AGM, and elections.

9. Shall oversee the purchase, distribution, and all other aspects of field and office equipment.
10. To represent Northern Utah United at the AGM of the Utah Youth Soccer Association.
11. To oversee the assignment of BOD members at large to specific responsibilities and roles.

- B. **Vice President** - The Vice President shall temporarily have the authorities and responsibilities of the President during his/her absence. If the office of the President becomes vacant during the term of office, for any reason, the Vice President will assume the duties of the President until such time as the Northern Utah United Board Of Directors shall meet in a special session to appoint a new President. The Vice President does have voting rights in NUU BOD meetings, as set forth below:

The responsibilities and duties of the Vice President shall include but not be limited to the following:

1. Protest and Appeals - Overseeing all facets of this area of the program to include working with the P&A committee chairman to assure the process is done correctly and in a timely manner.
2. Sign orders on the treasury.
3. Other duties as assigned by the President
4. Oversee all aspects of usage of city facilities and related contracts.

- C. The Board members at large, of which there should be five (5) not including either the President or Vice President of the association, shall be prescribed duties, offices, or responsibilities as needed for the duration of one year following the NUU AGM. Board members at large shall serve terms of two (2) years, with two (2) of the positions up for election in odd years, and three (3) of the positions up for election in even years. These board members have voting rights during NUU BOD meetings, as set forth in Section : 2:04:03. The following list are some suggestions for positions that may be filled, but does not constitute a complete list:

1. **Director of Developmental Soccer (Recreation and Academy Soccer)** - The office of the Director of Development's duties may include but not be limited to the following:
  - a. Oversee the policies that govern the Recreation and Academy Program.
  - b. Work with the Executive directors to help promote the Recreational program within City organizations.
  - c. Other Recreational and Academy related duties as prescribed by the NUU BOD
  - d. Work with and oversee the position of Academy Director, as needed.
2. **Director of Competition** - The office of Director of Competition's duties may include, but may not be limited to the following:
  - a. Oversee the Competition Committee
  - b. Be a liaison between Challenger teams from other Clubs and our own to address issues of fees, division alignment, disciplinary and other issues.
  - c. To help promote the Challenger and State Competition programs and help with the growth of these programs.
  - d. To assist the Executive Director with policy issues within the Challenger league, such as: game reschedule policies, sideline policies, and addressing poor sideline behavior policies.
3. **Director of Risk Management and Safety** - The office of the Director of Risk Management and Safety's duties may include, but may not be limited to the following:
  - a. To ensure the safety of our equipment - such as setting policies to ensure that all goals have appropriate anchors or weights; and that all goals are in good repair
  - b. To encourage and educate coaches about best practices in protecting their

- c. players from sexual predators
  - c. To work with our Attorney and city governments on issues of liability.
  - d. And other Risk and Safety related issues as prescribed by the NUU BOD
- 4. **Director of Media and Public Relations** - The office of Director of Media and Public Relations' duties may include but may not be limited to the following:
  - a. Social media campaigns
  - b. Helping NUU promote it's image and goals, such as promoting Cache Valley Cup in the community, or to help us further our Field development goals and ideas.
  - c. Exploring advertising ideas.
- 5. **Director of Budgeting and Treasury** - The office of Director of Budgeting's duties may include but not be limited to the following:
  - a. Work with NUU's accountant to help organize a budget for the following year.
  - b. Work with the Executive Director to help determine a Fee Schedule for each seasonal year.
  - c. Other financially related matters as prescribed by the NUU BOD.
- 6. **Director of Activities** - The office of Director of Activities' duties may include but not be limited to the following:
  - a. Work to bring in additional perks for NUU member players and teams, such as camps; work with RSL to set up special Club activities or team nights; work with USU to provide them with Ball girls/boys, etc.
  - b. Arrange other activities as may create club unity
- 7. **Other Positions and/or Duties as needed.**

**Rationale:** To establish a better practice of representation for the membership and to further clarify board positions and improve BOD voting practices. Director of Coaching was removed from Director roles, because the position is now filled by an employee.

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**Current:**  
2:02:02

**Board Advisory positions:**

The Executive Director & Registrar; Referee Assignor; Coaching director, Club Director of Operations, and others as deemed necessary, as employees of Northern Utah United, hold positions on the board that are advisory in nature. These board positions are not voting positions. They are advisory members of the Northern Utah United Board Of Directors only as long as they are employed in this position. Their specific Responsibilities can be found in Section 3.

- A. **Executive Director / Registrar** (Advisory position with no voting or proxy rights) – The Executive Director & Registrar, as an employee of Northern Utah United, holds a position on the board that is advisory in nature. This board position is not a voting position, except at the Annual General Meeting. The Executive Director & Registrar is a member of the Northern Utah United Board Of Directors only as long as he/she is employed in this position.
- B. **Secretary** (with no voting or proxy rights) – This position is appointed by the Northern Utah United President, and approved by the Northern Utah United Board Of Directors. The Secretary shall keep an accurate record of all meetings, handle correspondence, give notice of meetings, and maintain the minutes of all association meetings, be responsible for posting approved minutes, and other duties assigned by the President and Board Of Directors of Directors.
- C. **Committee Chairpersons** (Advisory with no voting rights, may proxy for absent bod members during board meetings.) - Committee chairpersons are appointed to Committees as needed, and

as formed for specific purposes, by the NUU BOD.

~~D. **Academy Director** (Advisory, with no voting rights, may proxy for absent BOD members during board meetings). Academy director can be either an appointed or paid position, whose responsibilities include overseeing the registration, function, and philosophy and practice of the NUU Academy programs.~~

E. **Paid Employees and Compensated Coordinators and Independent Contractors** (Advisory, with no voting rights, may proxy for absent BOD members during board meetings, except on issues in which there may be a conflict of interest.) These positions may include: Contracted Referee assignor, Assistant Club Registrar, Recreational area leaders, or Recreational Referee trainers.

1. Independent Contractors may not contract with subcontractors to fulfill their contract work, without the expressed permission of Northern Utah United's BOD.

**Proposed:**

2:02:02

**Board Advisory positions:**

The Executive Director & Registrar; Referee Assignor; Coaching director, Club Director of Operations, and others as deemed necessary, as employees of Northern Utah United, hold positions on the board that are advisory in nature. These board positions are not voting positions.

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B. **Secretary** (with no voting or proxy rights) – This position is appointed by the Northern Utah United President, and approved by the Northern Utah United Board Of Directors. The Secretary shall keep an accurate record of all meetings, handle correspondence, give notice of meetings, and maintain the minutes of all association meetings, be responsible for posting approved minutes, and other duties assigned by the President and Board Of Directors of Directors.

C. **Committee Chairpersons** (Advisory with no voting rights, may proxy for absent bod members during board meetings.) - Committee chairpersons are appointed to Committees as needed, and as formed for specific purposes, by the NUU BOD.

D. **Coaching and/or Academy Director(s)** (Advisory, with no voting rights, may proxy for absent BOD members during board meetings). Coaching and Academy directors can be either appointed or paid positions, whose responsibilities include overseeing the registration, function, philosophy, training programs, and coaching education.

E. **Paid Employees and Compensated Coordinators and Independent Contractors** (Advisory, with no voting rights, may proxy for absent BOD members during board meetings, except on issues in which there may be a conflict of interest.) These positions may include: Contracted Referee assignor, Assistant Club Registrar, Recreational area leaders, or Recreational Referee trainers.

1. Independent Contractors may not contract with subcontractors to fulfill their contract work, without the expressed permission of Northern Utah United's BOD.

**Rationale:** Housekeeping. Updating bylaws to meet our current structure.

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## Policies -

### **Current:**

3:04

Northern Utah United Soccer Registration Rules and Policies specific to Northern Utah United's Challenger League Competition and Recreation Programs, are as follows:

### **Proposed:**

3:04

Northern Utah United Soccer Registration Rules and Policies, and Other Policies specific to Northern Utah United's Challenger League Competition and Recreation Programs, are as follows:

### **Rationale:** Clarity

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### **Current:**

3:04:02

*Scholarship guidelines – Northern Utah United will grant no full scholarships. Northern Utah United will grant up to \$2,000 in combined partial scholarships for recreation players, per year and up to \$1,000 in combined partial scholarships for competition players, per year. Scholarships shall cover registration fees only, and will not cover referee fees, uniform costs, club fees, training fees, equipment fees, or any other related costs. Each Scholarship recipient will be required to pay a minimum of \$9 per player, per year for each recreational player, or \$11 a year for each competition player.*

*Scholarships will be awarded to families on a first-come, first-served basis, upon completion of a scholarship application. Scholarship applications must be accompanied by proof of income such as pay stubs for 2 consecutive months, or W-2 tax form from the previous year's filing.*

*Recreational scholarship players will be accepted as room permits, once open registration has ended.*

*Scholarships may have to be done as a rebate in cases where registration must be done online.*

### **Proposed:**

3:04:02

*Scholarship guidelines – Northern Utah United will grant no full scholarships. Northern Utah United will grant up to \$2,000 in combined partial scholarships for recreation players, per year and up to \$1,000 in combined partial scholarships for competition players, per year. Scholarships shall cover registration fees only, and will not cover referee fees, uniform costs, club fees, training fees, equipment fees, or any other related costs. Each Scholarship recipient will be required to pay a minimum of \$9.25 per player, per year for each recreational player, or \$12.25 a year for each competition player.*

*Scholarships will be awarded to families on a first-come, first-served basis, upon completion of a scholarship application. Scholarship applications must be accompanied by proof of income such as pay stubs for 2 consecutive months, or W-2 tax form from the previous year's filing.*

*Recreational scholarship players will be accepted as room permits, once open registration has ended.*

*Scholarships may have to be done as a rebate in cases where registration must be done online.*

### **Rationale:** To bring amount into alignment with 2019/2020 State fees.

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### **Current:**

5:02

5:02:01

#### **Academy Soccer**

**Academy Soccer Purpose and Definition -** The Purpose of the Academy program is to give additional soccer training to younger players that aspire to play competition soccer. ~~The Academy program~~ focuses on building core skills, ball handling, and good sportsmanship. ~~Academy soccer~~ fills the niche between our Competition programs and our Recreational programs - allowing for more



technical training and skill, without the added pressure to win and perform that is inherent in the competition programs.

5:02:02 *Academy sessions may run year-round. These sessions consist of one weekly session for players in the age ranges U5–U8, ideally on Monday or Friday so as to allow players to participate in both Recreational Soccer and Academy soccer, if they so choose.*

5:02:03 Academy program parameters are fluid and under the direction of the Northern Utah United Academy Director, who may make changes to the program as best benefits the development of the players and the program at large.

**Proposed:**

5:02 **“Destination” and/or Academy Soccer**

5:02:01 **“Destination” and/or Academy Soccer Purpose and Definition** - The Purpose of the Destination and other Academy programs is to give additional soccer training to younger players that aspire to play competition soccer. These programs focuses on building core skills, ball handling, and good sportsmanship. “Destination” and Academy-like soccer programing fills the niche between our Competition programs and our Recreational programs - allowing for more technical training and skill, without the added pressure to win and perform that is inherent in the competition programs.

5:02:02 *“Destination” and other academy program sessions may run year-round. These programs should allow for players to participate in Recreational Soccer and “Destination” training sessions concurrently, if they so choose, with one exception: Players may not participate in two different gaming leagues at the same time. In other words, if a player participates in a “Destination Soccer” gaming league, they may not participate in a UYSA affiliated “Recreational” gaming league. They could participate in “Destination” training and play in the NUU or SCSL “Recreation” (league) program at the same time.*

5:02:03 “Destination” and other Academy-like programs’ parameters are fluid and under the direction of the Northern Utah United Development Staff, who may make changes to the program as best benefits the development of the players and the program at large.

**Rationale:** To bring program name in line with current developmental practices.

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**Current:**

6:03 *Northern Utah United Soccer’s Challenger League Competition Program - The Northern Utah United in-house Competition program may include member and non-member U9 - U19 teams that meet Northern Utah United and UYSA registration requirements, as set forth in Northern Utah United and UYSA bylaws and policies. This program shall be known commonly as the ‘Challenger League’.*

6:03:04 *Integrated competition - Integrated play occurs when a team from one Association requests to play within Northern Utah United Challenger League Competition Program, or vice-versa. Integrated play must be approved by the Northern Utah United Board Of Directors, with recommendation from Northern Utah United’s Competition directors, and the appropriate authority from the other participating organization. The Competition Committees for each association should work together to ensure fair alignment, especially if that team comes from outside of Region 1 of UYSA and is previously experienced, but unknown to the Challenger League.*

6:03:02 *Non-member teams participating in Northern Utah United programs and events are subject to the rules and policies set by Northern Utah United Soccer governing those programs and events.*

**Proposed:**

6:03 *Northern Utah United Soccer’s Challenger League Competition Program - The Northern Utah United in-house Competition program may include member and non-member U9 - U19 teams that meet Northern Utah United and UYSA registration requirements, as set forth in Northern Utah United and UYSA bylaws and policies. This program shall be known commonly as the ‘Challenger League’.*

6:03:01 *Destination or other Academy-like League Programs - Northern Utah United may elect to form other developmental leagues and/or programs to meet the needs of players that fall between the Recreational play level, and the Challenger and/or State competition programs. These programs must meet the registration requirements and*



*developmental parameters set forth by UYSA, NUU, and US Youth Soccer's best practices.*

6:03:02 *Integrated competition - Integrated play occurs when a team from one Association requests to play within Northern Utah United Challenger League Competition Program, or vice-versa. Integrated play must be approved by the Northern Utah United Board Of Directors, with recommendation from Northern Utah United's Competition directors, and the appropriate authority from the other participating organization. The Competition Committees for each association should work together to ensure fair alignment, especially if that team comes from outside of Region 1 of UYSA and is previously experienced, but unknown to the Challenger League.*

6:03:03 *Non-member teams participating in Northern Utah United programs and events are subject to the rules and policies set by Northern Utah United Soccer governing those programs and events.*

**Rationale:** To allow for additional programing.

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**Current:**

6:08:01 Coaches Licensing –

- A. *Northern Utah United requires that all Coaches and Assistant coaches of teams participating in Northern Utah United's Challenger League competition program be required to hold a Grassroots licensing certificate for 11v11 player AND an additional Grassroots certificate for either 7v7 or 9v9 play. These combinations will be commonly referred to as the GR7/ 11 or the GR9/ 11, respectively. Either combination is adequate for coaching within the Challenger league.*
- B. *Northern Utah United will reimburse one half (1/2) of the cost of either the GR7/11, GR9/11 or "D" license class for any member coach. Once the course has been completed and the coach has passed the course and received his/her coaching license, coaches may email the Executive Director of NUU to inquire about a reimbursement. Reimbursements must be applied for within the same seasonal year as the licensing was received (from June 1 through May 31). Coaches interested in obtaining a higher license may contact NUU about partial reimbursement for the cost of that course. Considerations will be made on a case by case basis, based on the needs of the Club and budgeting.*
- C. *Individuals that Head coach more than one team, must have a licensed qualified assistant coach for each team.*

**Proposed:**

6:08:01 Coaches Licensing –

- A. *Northern Utah United requires that all Coaches and Assistant coaches of teams participating in Northern Utah United's Challenger League competition program be required to hold a Grassroots licensing certificate for 11v11 player AND an additional Grassroots certificate for either 7v7 or 9v9 play. These combinations will be commonly referred to as the GR7/ 11 or the GR9/ 11, respectively. Either combination is adequate for coaching within the Challenger league.*
- B. *NUU - Coaches Licensing Rebate Policy - All Coaches must pay for their licensing course up front (unless other arrangements are made with the NUU BOD by signed contract on a case by case basis). Rebates will be granted to coaches receiving their coaching licensing, under the following provisions:*
  - 1. *Grassroots Course -*
    - a. *NUU will reimburse coaches that coach any NUU team for half of the course upon completion of the course.*
    - b. *NUU will pay the additional half of the cost of the course if the candidate will assist in coaching a Destination Soccer session (4 weeks) under the direction of the NUU Director of Coaching. Coaches must contact the NUU DOC to make arrangements.*
    - c. *Upon the completion of their coaching course and receiving their Grassroots licensing, coaches must apply for the rebate by emailing their request for reimbursement to the Club Registrar with the following information: Name, Address, Name and Date(s) of the course completed, and NUU teams that the coach is affiliated with. Once the licensing is verified, the reimbursement will be sent.*
  - 2. *D License Coaching Course - The following options are available for coaches to earn reimbursement for the cost of the D coaching licensing course:*

- a. Half of the cost of the course fee may be reimbursed by assisting the NUU Director of Coaching with two (2) Destination soccer sessions (8 weeks).
  - b. Full cost of the course fee may be reimbursed by assisting the NUU Director of Coaching with four (4) Destination soccer sessions (16 weeks).
  - c. Half of the cost of the course fee may be reimbursed by spending eight (8) hours marking fields for league play on NUU fields, or for Cache Valley Cup tournament in July.
  - d. Full cost of the course fee may be reimbursed by spending sixteen (16) hours marking fields for league play on NUU fields, or for Cache Valley Cup tournament in July.
  - e. Arrangements for these reimbursement options may be made through the NUU DOC and the Club Registrar, after the successful completion and attainment the D license.
3. National "C", "B", or "A" License Coaching Course -
- a. Reimbursement of \$1,000 for running 25 sterling training sessions, under the direction of the NUU Director of Coaching (DOC).
    - i. Must complete the 25 sessions a year, falling even one session short will require full repayment.
  - b. For every \$1,000 provided reimbursement for the course, the coach must remain committed to coach in NUU for one year. Ie: if NUU reimburses a coach for \$3,000 for a B license course in 2019, that coach must commit to registering all teams he/ she is coaching in NUU for the following three (3) years - in addition to running training sessions provided under section 3.a.
  - c. Exception: coaches will be released from these obligations if they move (their primary personal residence) outside of Cache, Box Elder or Franklin, ID, counties.

- C. Individuals that Head coach more than one team, must have a licensed qualified assistant coach for each team.

**Rationale:** To make a consistent policy that will allow for the reimbursement of coaches interested in taking higher coaching licenses; and to give them a way to receive practical experience in using that licensing while helping the club with training, programs, and club goals.