

NORTH UNITED COMPETITIVE MANUAL



A CR United and Northern Lights Partnership



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COACHES / ASSISTANT COACHES / TEAM MANAGERS

1. All coaches, assistant coaches and team managers must complete a background check, approved concussion training, SafeSport Health training, and any other required training and documentation required by MYSA / TCSL guidelines BEFORE passes are issued.
2. Minimum of 1 coach, assistant coach, team manager or North United board member (2 in total are recommended) must be present at all training sessions and/or games. They must remain on site until the last child is picked up.
3. No one person can coach more than 2 North United Competitive teams without prior competitive committee approval.
4. North United will reimburse any coach 100% of accrued license fees upon completion of the course and license is granted. Receipts must be turned in to the Competitive Director or DOC for reimbursement. (\$300 Max Per Year). Advanced license (such as a C Coaching License, an equivalent or above) Must have DOC approval before registration. North United will reimburse you half of the cost the first year and the remainder the following year if you're still with the club.
5. Coaches will be chosen and placed with teams by the DOC and Competitive Director.
6. North United has the right to remove any coach at any time for any reason.

PAID TRAINERS / COACHES

1. North United may put a paid coach in place where the DOC feels is needed before a season starts or when a volunteer for an age group doesn't come forward.
2. Fees for a paid coach will be applied to individual competitive fees and will be communicated to players and families before they accept roster spots.
3. Coach fees will be divided up equally between each rostered player and will be added to overall competitive fees for each individual on the associated assigned team.
4. If a team either elects, or is assigned because no volunteer is found, a paid coach or trainer after the season has started, all registered players will be communicated that fee ahead of time and will be assessed equally an additional fee above and beyond their competitive program fees.
5. Any team wishing to add or introduce additional volunteer coaches or trainers, other than the ones assigned by the club, must get approval from the DOC.
6. Anyone over the age of 18 involved with any registered North United players must complete a background check, Safe Sport Training and Concussion Training. This includes all paid trainers and coaches, as well as siblings over the age of 18 returning from college wanting to help out. If you're older than 18 and want to be involved with any registered North United players on the pitch, you must have a background check complete.

FINANCES

1. Competitive fees cover the cost of fall and spring/summer league play as well as winter training during the months of November - April. It also includes an estimated amount that is allocated to be used in tournament registrations. Please refer to the competitive page on our website for anticipated tournament involvement for each age group and level of play.
2. Teams that wish to do more tournaments, indoor training or league play than anticipated may do so. Anticipated increased fees must be communicated to club directors no later than September 15th. Those additional anticipated fees will be added to the overall team cost and shared among registered players equally resulting in an overall increase of individual competitive fees.
3. For each individual team, if there are any left over funds at the completion of the season, refunds will be issued equally to each registered player in good standing.
4. Failure to keep current with competitive fee payments may result in player suspension or termination until that player comes current or arrangements have been made to come current with payments.

REFUND / INJURY POLICY

1. After tryouts are completed and a player pays their commitment fee, that player is bound to North United until the the end of the soccer season in July of the following year. Any player that wishes to withdraw from a competitive team for any reason must submit their request to a competitive director and DOC by email outlining the reason for the request. That request will be reviewed by the competitive committee to see if the release is justified.
2. Examples of a justified request would be for season ending injuries, family relocation or moving out of the area in which it is no longer reasonable to travel to our facilities for training and games, or any mental health issues that no longer make it reasonable for a player to continue playing soccer. Season ending injuries or mental health issues will require a doctor's note in order for North United to release a player or provide any refunds as described below.
3. For players who provide a doctor's note for a season ending injury or any mental health issues, a pro-rated refund of registration fees may be granted based on the date of the doctor's note. Prorated refunds of registration fees will also be considered for family

relocation if they move to an area that is unreasonable to continue to participate in team activities including training and games. All cases of a pro-rated refund will be handled on a case by case basis.

4. Requests to withdraw from a competitive team for any other reason than family relocation, a season ending injury or mental illness will be reviewed by the competitive committee in order to decide if a release from player binding will be granted.
5. If a decision is made to release a player from the binding agreement to the club is granted, for reasons other than a season ending injury, mental health or family relocation, the following refunds will be considered.
 - a. Any player who is formally granted a release of player binding and withdrawal from a competitive team before November 1st will receive a full refund minus the commitment fee of \$200 and an administrative fee of \$35. Team/Coaches fees will only be refunded if another player fills the roster position. Uniform fees are non-refundable.
 - b. Any player who is formally granted a release of player binding and withdrawal from a competitive team after November 1st and before December 1st will receive a refund of registration fees minus the \$200 commitment, minus \$200 winter training fee and minus \$35 administrative fee. Team/Coaches fees will only be refunded if another player fills the roster position. Uniform fees are non-refundable.
 - c. Any player who is formally granted a release of player binding and withdrawal from a competitive team after Jan 1st will not be eligible for any refund of registration fees. Team/Coaches fees will only be refunded if another player fills the roster position. Uniform fees are non-refundable.
6. If a player elects to re-enroll in a season they withdrew from, they will be responsible for payment in full plus a \$35 administration fee.
7. Refunds for anything related to COVID (including mask mandates) will only be considered if the season is canceled by our governing leagues.

GRIEVANCE POLICY

1. Anyone who has a grievance against team management (including head coach, assistant coach or team manager) should use the following steps to help understand and resolve the issue:
 - A. Contact the head coach and discuss any concerns you may have. We ask everyone to respect the 24 hour rule before initiating the discussion.

- B. If your concern is not addressed to your satisfaction or if the issue persists after your conversation with the head coach, please contact the Competitive Director to address your concerns. The Competitive Director will discuss with the DOC and take appropriate action. The Competitive Director will inform the plaintiff of actions taken.
 - C. If resolution is not found in the previous steps the board's executive committee will meet and make the final decision on the situation.
2. Anyone who has a grievance against a North United Board member, CR United Soccer Club or Northern Lights Soccer Club, should follow the following steps to help understand and resolve the issue:
- a. Concerns should be brought to the attention of the board member whom the grievance pertains to so both parties can discuss and hopefully resolve the issue.
 - b. If your concern is not addressed to your satisfaction or if the issue persists after your conversation with the board member, the concern should be brought to the attention of the President or Vice President of either club. The Presidents or Vice Presidents will take any necessary action to resolve the issue. The Presidents or Vice Presidents will inform the plaintiff of actions taken.
 - c. If resolution is not found in the previous steps the board's executive committee will meet and make the final decision on the situation.
3. Anyone who witnesses inappropriate sideline behavior by either their own team's spectators, or the opponents spectators, and wishes to report said behavior should use the following steps:
- a. After observing the 24 hour cool down period, contact the head coach and address your concerns with him/her.
 - b. If inappropriate behavior continues, contact one of the competitive directors with your concerns. Competitive directors will follow up with the individuals in violation of our code of conduct leaving the reporting party unanimous.

TEAM FORMATIONS

1. All competitive teams 9U - 18U are formed using a player identification or tryout process. All players wanting to play in the North United competitive program must attend the appropriate player tryout. Dates for tryouts can be found on the North United website. 19U teams are generally formed without tryouts.
2. If any RETURNING NORTH UNITED PLAYER is unable to attend player identification, or tryouts, please notify the DOCs and Competitive Directors via email. The player will be placed on a team based on evaluation of the player, and their progress, during the season.

3. If a previously registered North United player is absent from tryouts for 2 consecutive years, all other players attending player identification may be given roster spots first BEFORE considering the absent players placement.
4. Any player wishing to join a North United competitive team after player identification is complete should contact the DOC and Competitive Director . That player will be given an opportunity to be evaluated by a DOC, Competitive Director, Team Coach (or any combination of the 3) during a team or club practice. After the player has been evaluated, the DOC, and competitive committee, will discuss final team placement. Once approval is granted, the player is to complete club registration for official placement.

TEAM POSTINGS / PLAYER DECLINE

1. All players attending player identifications will receive a team invite that will include age group, level of play and the Head Coach of the team through email. Team invites will be sent no more than 24 hours to 48 hours after the conclusion of that age group's identification process.
2. Players that choose not to accept placement must email the club DOC's, Competitive Director and Club Registrar within 8 days of the beginning of that age group tryout per MYSA policy and compliance. Any player that does not use these steps to decline their team placement will be bound to North United United for the year.

CHANGES TO TEAM ROSTER

1. Any player that accepts team placement on a Platinum team (top team for that respective age group) will be bound to North United for the year. We will not release any Platinum players from club binding unless there are unforeseen circumstances that arise such as but not limited to long distance family relocation.
2. Any player that accepts team placement on a Gold or Silver team and wishes to be released from club binding for any reason other than an unforeseen circumstance, such as long distance family relocation, will be considered on a case by case basis. All requests to be released from Club binding must be submitted to the Competitive Director and DOC.
3. Any player that has been assigned to a team through the North United player identification process and wishes to be placed on a different North United team must email their request to North United DOC's and Competitive directors. At that time, the Competitive director will review the request with the competitive committee to be sure the request is appropriate for both the team losing the player and the team gaining the player. All inter-club team transfers must be approved by the competitive committee.

Please note: in some cases a private player evaluation at an event such as a team or club practice may be needed before the transfer request is considered by the competitive committee.

PLAYTIME GUIDELINES

1. Any player that misses a significant amount of training or practices may have their play time in games reduced accordingly and at the coaches discretion regardless of age group. If you feel your player is not receiving fair play time according to the following guidelines, please contact a DOC or Competitive Director.
2. For all 9U - 11U teams, play time for all players should be equal during the course of a month. Coaches should be rotating players in all positions during this age. Designated goalkeepers should be avoided unless desired by a player or group of players. We recommend goalkeepers to be rotated at halftime, not during regular in-game substitutions.
3. For 12U - 14U Platinum teams, coaches are required to give all players a minimum of 30% playing time throughout the season. All 12U - 14U Gold and Silver teams, play time should be equal for all players.
4. For all U15 and older Platinum teams, playtime is at coaches discretion. For all U15 and older Gold or Silver teams, coaches are required to give all players 30% playtime throughout the season.

PLAYER / PARENT EXPECTATIONS

1. Parents and legal guardians are expected to complete required documents during registration and pay all fees by the posted deadline. Any parent or legal guardian who fails to turn in required documents or fails to pay their player's fees by the posted date may result in the player's suspension or forfeit of their player's placement on the roster.
2. Parents and legal guardians of underage drivers are responsible for getting their players to games, practices and team events on time. If you can't get them there, you're responsible for finding a responsible adult who can. Continued failure to attend practices and team events may result in reduced game time at the coaches discretion.
3. Any player or parent who falsifies player age / date of birth will be suspended from the competitive program for one year. No refunds will be given if any player information is found to be falsified.

4. Players are responsible to bring all necessary equipment needed for games and practices. Club issued uniforms, shin pads, soccer balls and water bottles are not the coaches or the parents responsibilities. **PLAYERS, YOU ARE RESPONSIBLE TO HAVE WHAT YOU NEED FOR ALL YOUR GAMES AND PRACTICES!**
5. Volunteer hours are key in order for North United to keep costs down for every player. Therefore we do require each family to contribute a minimum of **4 volunteer hours** regardless of how many players in the competitive program.
6. Parents are required to follow and abide by the North United Parent Code of Conduct.

PARENT CODE OF CONDUCT

Youth soccer is for the players. All parents associated with North United are invited to share in the pleasure of watching their children participate in the world's most popular sport, as long as their behavior does not distract the players and officials from the free flow of play which is the trademark of the sport. North United takes pride in having respectful and engaged families, and we ask that parents and guardians continue to adhere to these guidelines.

A parent or guardian should:

- Foster an environment of respect for referees, players, coaches, and spectators of BOTH teams through words of encouragement and support.
- Applaud superior play, effort, and sportsmanship by players on both teams.
- Support your coaches and managers consistently regardless of the results on the field. Coaches contribute many hours of their time to your children. They deserve your congratulations when the team wins and your encouragement when the team doesn't.
- Communicate any concerns to the coach at the appropriate time (recommended 24 hour cool off period) away from the playing location and players.
- Always remain at least two yards from the playing field so our young players have room to play and enjoy the game.

Your cooperation with these standards before, during, and after each game or practice will make North United games and events more enjoyable for everyone.

A parent or guardian must:

- Never use foul language or obscene gestures at a game or practice site.
- Avoid comments and gestures that express disagreement with referee decisions.
- Cooperate with any request by the game officials.
- Understand that the consumption of alcoholic beverages or use of tobacco (including Vape products) is strictly prohibited on any CR United field locations, including both practices and/or games.

A parent or guardian understands that:

- Any parent or spectator who fails to adhere to these standards will be required to leave the playing area, and play will be suspended until he or she does so.

North United reserves the right to suspend or terminate a player's enrollment for his or her parent's persistent or extreme sideline misbehavior, and there will be no refunds of player fees in such cases. In addition, parents or guardians are responsible for their guests' behavior and must inform their guests of the applicable rules of conduct.

Any breaches of this Code of Conduct may result in your child's suspension and a member's removal from North United. Comments and behavior of any member which contradict the mission statement or disrupt the functioning of a team can result in the suspension and/or removal from the North United.

COACHING EXPECTATION

1. All Coaches and Team Managers are expected to treat all players, parents, officials and spectators with dignity and respect at all times. You represent North United every time you step on the pitch and we expect all our coaches to act in a professional manner.
2. Coaches and Team Managers must communicate with teams on a regular basis, including items such as game and practice time, dates and locations, and team events.
3. Head coaches are allowed to pick their own assistant coaches and team managers. However, North United reserves the right to remove those individuals from the coaching staff if we feel it is necessary.
4. You are responsible for each player until they are picked up by their parents or guardian. Under no circumstance should a player be left alone or without proper supervision at any practice or field location.
5. Coaches are expected to follow USYS and US Club Coaches Code of Ethics
6. All coaches and Team Managers should be familiar with and be able to use and navigate any online scheduling program, electronic communication, and electronic team management systems from league governing bodies. For example; Affinity for MYSA.

CODE OF CONDUCT VIOLATIONS

Any violation of code of conduct by board members, coaches, players, parents or spectators will be investigated with the guidelines of our procedures. After completion of investigation, corrective actions will be followed using the following procedures;

1. Any physical abuse will result in immediate dismissal from any and all North United events. This does include training sessions, games, and all team activities.

2. If after investigation a board member, coach, player or spectator is found in violation of code of conduct for any reason other than physical abuse, a written warning will be handed down by North United. Person in violation must acknowledge the receipt or written warning by signing. Failure or refusal to sign may result in immediate dismissal from all North United Activities.
3. If a board member, coach, player or spectator is found in violation of code of conduct for any other reason other than physical abuse for a 2nd time, violators will be suspended from all North United activities until a full North United board is able to complete a thorough investigation. A second violation will not have a time limitation from prior infractions. Infractions are cumulative and life long.
4. If a board member, coach, player or spectator is found in violation of code of conduct for any other reason other than physical abuse for a 3rd time, violators will be dismissed from all North United activities for a period of 12 months. 3rd violations will not have a time limitation from prior infractions. Infractions are cumulative and life long.
5. Any 4th violation of code of conduct by board members, coaches, players or spectators will result in a lifelong dismissal from any and all North United activities.

UNIFORMS AND BRANDING

North United's official apparel and equipment sponsor is Adidas. This relationship is critical to the success of all North United competitive programs and activities. As such, all uniforms, training gear and warm-ups should be Adidas branded as required in our contract with Adidas.

Players registered to North United's Competitive teams must purchase a uniform kit package at the beginning of the season from our retail partner. Players are required to wear appropriate North United issued gear for training sessions (if applicable) and games. There are no exceptions to this policy. Players are responsible for upkeep of this gear. Continuing players will have the opportunity to reuse last year's uniform if it is in the current style.

Competitive uniform purchases happen on a 2 year cycle. New uniforms must be purchased on a 2-year cycle regardless of need.

North United official game kits, training shirts and warm-ups may not be altered in any way unless approved by the Executive Committee. In addition, any teams wanting to design and purchase their own team leisure, spirit or fan gear, such as hoodies and t-shirts, must have designs approved by the Competitive committee.

Coaches and players will wear official North United gear for all team and player photos posted on any of the social media pages.

Custom trading pins are acceptable if you choose to do them on your own. However, we require that our club name 'North United' is included in the pin design.

Failure to follow these guidelines may result in players or coaches disqualification from games and events on a temporary or permanent basis.