

NORTHLAND F.C.

EST. 2004



**NORTHLAND FOOTBALL CLUB
CLUB HANDBOOK
2023 YOUTH PROGRAM**





HAERE TONU KI RUNGA AKE NGĀTAHI

ONWARD UPWARD TOGETHER

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HAERE TONU KI RUNGA AKE NGĀTAHI **ONWARD UPWARD TOGETHER**

NORTHLAND FOOTBALL CLUB INCORPORATED PLAYER CODE OF CONDUCT

On and off the pitch, I will:

- Always play the game fairly and in the right spirit.
- Always play and train in keeping with the Northland Way
- Listen carefully to what my coach tells me and train with focus
- Encourage my teammates at all times
- Always win, lose or draw with dignity, and be prepared to shake hands with match officials, opposition players and manager at full-time.'
- Be aware of the impact of bad language; keep spectators and members of the public in mind.
- Avoid criticising match officials. Accept that they make honest decisions and confronting them will not change it.
- Never verbally abuse a match official, player or spectator
- Never physically assault a match official, player or spectator.
- Respect the facilities home & away
- Be polite, respectful and helpful towards the coach, team manager, teammates and spectators.

I understand that if I do not follow the Code, I may:

- Be asked to apologise to whoever I've upset
- Receive a formal warning
- Be dropped, substituted or suspended from training or the Club



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NORTHLAND FC NON-NEGOTIABLES – YOUTH PROGRAM

RESPECT

- Don't criticize your club or team mates in public or online
- Respect the environment – listen to your coach, help clean facilities/training ground, help to setup training sessions
- Respect the result and take individual responsibility (accept the result, take responsibility for mistakes, don't blame external factors or others)

APPEARANCE

- Always wear your Northland FC kit to training and games
- Always bring the correct equipment (boots, shin pads etc.) to training and games
- No phone usage allowed during training or games **at all**
- Confirm your attendance prior to training on Heja

ATTITUDE

- Maximum effort and intensity in all you do
- Be punctual and prepared for everything you do (includes pre match preparation and post match recovery)
- Support your team and club



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NORTHLAND FOOTBALL CLUB INCORPORATED COACH CODE OF CONDUCT

On and off the field, I will:

- Always show respect to everyone involved in the game
- Stick to the rules and celebrate the spirit of the game
- Encourage fair play and high standards of behaviour
- Always respect the Referee and encourage players to do the same
- Never enter the field of play without the referee's permission
- Never engage in, or tolerate offensive, insulting or abusive behaviour
- Be aware of the potential impact of bad language on others
- Be gracious in victory and defeat
- Respect the facilities home and away

When working with players, I will:

- Place the well-being, safety and enjoyment of each player above everything •
- Never tolerate any form of bullying
- Ensure all activities are suited for the players' ability and age
- Work with others to ensure each player's best interests are met
- Coach content in a way that reflects Northland FC's playing philosophy and game model

I understand that if I do not follow the Code, I may be:

- Required to meet with the clubs management
- Suspended or fined by the club and banned from attending matches
- Suspended or fined by the Federation



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NORTHLAND FOOTBALL CLUB INCORPORATED **PARENT CODE OF CONDUCT**

When watching any NFC game or training I will:

- Help make football fun and enjoyable for those participating
- Help the coach and team manager with pre and post game preparations
- Celebrate effort and good play from both sides
- Always respect the Referee and coaches and encourage players to do the same
- Stay behind the touchline and within the Designated Spectators' Area (where provided)
- When players make mistakes, offer them encouragement to try again next time
- Refrain from criticising the coach, the players or the opposition
- Avoid 'coaching from the sidelines' - let the coach instruct the team
- Never engage in, or tolerate offensive, insulting or abusive language or behaviour
- Give feedback that is based on the player or teams game targets

I understand that if I do not follow the Code, I may be:

- Issued with a verbal warning or asked to leave
- Required to meet with the club management
- Requested not to attend future games, be suspended or have my membership removed
- Required to leave the club along with any dependents and/or issued a fine



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CHILD PROTECTION POLICY (ADAPTED FROM NZF POLICY REGARDING WORKING WITH CHILDREN, MAY 2017)

Northland FC Position Statement Regarding Working With Children

Northland FC is committed to the safety and wellbeing of all children and will act to ensure that a safe environment is maintained for all children within its responsibility.

Northland FC will:

- to the best of their ability ensure that all Members are aware and adhere to the Guidelines for Working with Children as set out in Part 3, Schedule 1 of NZ Football's Policy Regarding Working With Children (May 2017)
- regularly review and implement the safeguarding practices relating to children in order to minimise and/or prevent the risk of harm to them.
- ensure that all Members who work with Children understand their responsibilities under this Policy and the guidelines and requirements referred herein.

Additionally, Northland FC will implement the Vetting & Screening of Workers with Children Requirements as set out in Part 4, Schedule 2 of NZ Football's Policy Regarding Working With Children (May 2017)

Complaints Procedure: Northland FC's incident management system (Synergi Life) should be used by anyone wishing to lodge a complaint or report an incident relating to or covered by this Policy. Incident Reports will be treated as being strictly confidential and can also be reported anonymously.

Investigation and Disciplinary Procedure: Incident Reports will be investigated and otherwise dealt with pursuant to Northland FC Health and Safety Policy.

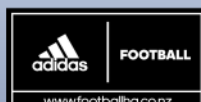
Safety Checks- Vetting and Screening

Northland FC undertakes to implement vetting and screening as follows:

- All new Northland FC paid or voluntary staff, who work with children (core Children's workers) must be safety checked before they start work (from 1 January 2020).
- All new Northland FC paid or voluntary staff who do not work with children (non-core Children's workers) must be safety checked before they start work (from 1 January 2020).
- All existing Northland FC core Children's workers must be safety checked before 1 January 2020.
- All existing Northland FC non-core Children's workers must be safety checked by 1 January 2020. The terms "new" and "existing" are to be applied as at the Effective Date.

In addition to the above, all core Children's workers must be safety checked at least every three years.

Northland FC acknowledges that as members of Northern Region Football, NZ Football and as adherents of the NZ Football Code of Ethics, we are expected to be compliant with our legal obligations and specifically, be compliant with the Vulnerable Children's Act 2014.





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NORTHLAND FC ANTI-HARRASSMENT POLICY

Harassment, including sexual or racial harassment, is unwelcome, unsolicited and unreciprocated behaviour by a person or group that may offend, humiliate or intimidate another. Harassment can take different forms including oral, written, physical or other non-verbal forms. Such behaviours are considered harassment when they are repeated of such a significant nature that they have a detrimental effect on the recipient's ability to engage in normal activities within the club environment.

If a complaint is made, **Northland FC** will ensure allegations are responded to promptly and all parties will be treated fairly and in line with natural justice.

Informal Resolution

The member should appropriately make the person aware that the behaviour or material is unwelcome and /or offensive in the first instance. For more serious issues, or if it is too difficult to inform the person, or if the unacceptable behaviour continues, the member should report the complaint to a contact person/ team manager and or club representative.

Where the complainant wishes, the contact person/ team manager/ or club representative may speak to the alleged harasser on their behalf. This may result in issues being resolved, or mediation or reconciliation may be suggested as an option.

Mediation should treat the complaint not as an offence but as a breakdown in a relationship. The aim of mediation is not to establish whether the harassment allegations are true, or to apportion blame, or to supply justice for a wronged person. Rather, mediation focuses on repairing the relationship, especially on forging an agreement between the parties over how they will act towards each other in the future. The person selected to carry out the mediation/reconciliation shall be agreed to by both parties.

Formal Resolution

Formal resolution may be appropriate where: the nature of harassment is serious; or informal resolution is not considered appropriate or has failed. Should a formal investigation be deemed appropriate an investigator may be appointed. An investigator may be a committee member or an external person. Parties should be offered external support.

A formal investigation is likely to involve the following:

1. A formal written complaint is received by the team manager/ club representative. The investigator (either the committee member or an external person) interviews and obtains from the complainant a detailed account of the allegations, identifying any potential witnesses; physical evidence of harassment
2. All parties should be advised against discussing the case openly.
3. The alleged harasser is notified that a complaint of harassment has been made and of the identification of the complainant.



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4. The investigator will meet with the alleged harasser, provide them with a copy of the complainant's allegations and ask them for their response; any alternative explanation he or she has; potential witnesses; any physical evidence that may refute the allegation.
5. Additional information may be gathered if necessary and this may include interviewing of other names relevant parties, recording dates, times, dates and alleged events using the witnesses words and checking with the witness to ensure accuracy
6. All parties involved in the investigations should be advised that the complaint is to be treated in strict confidence
7. All parties should be invited to bring a support person to the interview.

Following a formal investigation a formal report shall be prepared and shall include a finding as to whether harassment has occurred or not. There may be little direct proof that what was alleged did happen. On the balance of probabilities, the investigator should be satisfied that the allegations are correct before making a decision that the complaint is well founded. The investigator may feel unable to decide one way or the other on the evidence. In this case the decision will be that the complaint cannot be established. If harassment is found to have occurred, the Chairperson will determine the appropriate course of action.

All meetings, discussions and interviews should be fully documented throughout the investigation.

If the allegation is of a sexual nature, involving a minor, the NZ Police must be notified immediately.



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NORTHLAND FC PRIVACY ACT POLICY

New Zealand Football Club National Registration System Code of Conduct

Name: Owen Liiv

Welcome to the Northland FC family in your role as a club National Registration System Administrator Code of Conduct Northland FC members must:

- Respect the provisions of the Privacy Act 1993 when using the National Registration System database
- Not share National Registration System information with any unauthorised parties
- Not unduly amend, falsify or fraudulently use National Registration System information
- Respect the rights, dignity and worth of others
- Be fair, considerate and honest in all dealings with others
- Be professional in, and take responsibility for their actions
- Make a commitment to providing quality service and performance
- Comply with all relevant standards, rules, regulations and policies
- Operate within the Statutes, Regulations, Policies and Procedures of NZF and FIFA
- Comply with any and all applicable laws

I, Owen Liiv confirm that I have read and agree to the above Code of Conduct and acknowledge that any breach by me of the Code of Conduct, or any part of it, may result in disciplinary action under my contract with NZF or under the NZF Statutes, Regulations and Policies.

Date 11th November 2019

Name: Owen Liiv

Signature 

On behalf of Northland FC: Lee West

Signature 



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NORTHLAND FC TRANSPORT POLICY

As a regional football club in Northland, travel has an outsized role within our operations for both training and games. We recognise that our players, parents, coaches and volunteers travel more than most teams in Aotearoa New Zealand, and have therefore sought to provide clarity on how things work for training and games across the region.

Northland FC Vehicles

- i) Each youth team is allocated one Northland FC van per game
- ii) Northland FC have four Ford Transit vans available to transport players to training and games. Three of these vans are based in Whangarei, while a fourth van is based in Kerikeri
- iii) The Kerikeri based van is used to transport players to training and games throughout the week on Tuesday and Thursday. The management of the van including departure times, drivers and players on the bus is administered through a WhatsApp group. Email jycmanager@northlandfootball.net for more details
- iv) At the time of writing there is no Northland FC van in Bream Bay/Mangawhai for trainings

Parents Driving Their Own Vehicles & Remibursement

- i) From time to time, a parent may be required to transport players to training or games in their own vehicle
- ii) Parents providing their own vehicle for transporting Northland FC youth players must hold a full NZ Drivers Licence, be fully insured and the vehicle must have a valid WoF Certificate and Rego
- iii) For clarity, this section covers parent drivers using their own vehicle to travel to Auckland for games across the Northland region, or for training from the Far North District or Kaipara District to Whangarei
- iv) For the 2023 season we are unable to offer any reimbursements for parents driving their own vehicle to training and games due to the current cost of living crisis and high fuel prices
- v) We will review this position every six months and communicate via email if we able to recommence subsidies for parents driving their own vehicles to training and games

Parents Driving Northland FC Vehicles

Throughout the course of the season, you may be asked to drive a Northland FC vehicle to training or games. If this is the case, we have prepared a checklist for before, during and after use for clarity and to ensure the safety of our players, parents, coaches and volunteers.



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Before Use:

1. Send a copy of your full NZ Drivers Licence to:
manager@northlandfootball.net and register with the club as a named driver
2. When you receive the keys, please check and note any damage to the interior or exterior of the vehicle
3. Check the fuel levels before departure
4. Ensure that the following items are in the vehicle: first aid kit, masks, bin bags, brush & shovel

During Use:

1. Fully comply with all road traffic laws of Aotearoa New Zealand
2. Drive with a 'safety first' mentality at all times
3. Do not drive if under the influence of alcohol, medication or recreational drugs

After Use:

1. Ensure that the van is clean with all rubbish removed from the back and front
2. Please use the binbags and to dispose of any rubbish

Speeding or Parking Infringements

Northland Football Club Incorporated does not accept any responsibility for speeding or parking infringements incurred by any driver of this vehicle and these will be sent on to the named driver of the vehicle at the time of the infringement.



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Roadside Assistance

This vehicle is covered by Ford Roadside Assistance (provided by AA Roadservice), a 24-hour service which includes the following:

- Flat Battery
- Out of fuel
- Flat tyres
- Lockouts
- Mechanical Breakdown
- Towing

In the event that Roadside Assistance is required, please contact AA Roadservice on 0800 734 543 and notify the General Manager on 0210 887 3124.

Road Traffic Accidents (RTA)

In the event of an RTA:

- Ensure that all passengers in the vehicle are safe and unhurt
- Remain calm, especially toward third parties
- **Never** admit liability or fault at the scene of an accident
- Take photos of the incident and record independent witness details
- Report the incident immediately to the General Manager on 0210 887 3124
- If necessary, report the incident to the NZ Police
- Named drivers are indemnified within reason, but if held liable in the outcome of any claims process may be asked to pay excess on the club insurance policy (i.e. in instances of 100% liability against the driver)



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NORTHLAND FC YOUTH PLAYING TIME POLICY

This policy is intended to provide clarity for coaches and parents on playing time in games for Northland FC youth players. Reviewed annually, this policy was adopted in 2021 and covers all youth teams at the club in the Lotto NRL, NRF Premiership and NRF Championship.

2023 marks a change to policy in playing for your parent club, with Northland FC players from 13th, 14th and 15th grades all having the option to play in Northland community leagues on Saturdays, provided there is no clash with Northland FC games. While we look forward to seeing our players back in local community football, we are conscious of the extra load this may bring and ask that parents/players keep the club informed via their Head Coach as to their choices.

Minimum Playing Time

13th Grade Mixed & Girls, 14th Grade Mixed, 15th Grade Boys

- Minimum half game per game
- Minimum of one full game per block for each player
- This equates to roughly 63% playing time for each player in a block

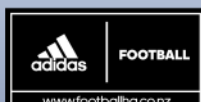
16th Grade Girls, 17th Grade Mixed

No minimum playing time policy. In this age group, we are seeking to prepare players for senior football and expect a level of performance for selection on merit. If the situation occurs in either of these two squads where a player is not getting regular playing minutes over a sustained period, a meeting will be scheduled between the coach, the player and the player's parents.

Exceptions to the Northland FC Youth Playing Time Policy

1. Injury absence, or continued absence from training or games. In the event a player misses games through injury game time will gradually be increased in a return to play program
2. At the sole discretion of the coach, a player's playing time may be negatively impacted if there is a lack of focus, commitment or breaking team rules at training and games.
3. Infringements of the club code of conduct may negatively impact a player's playing time.
4. At the sole discretion of the coach, a player's playing time may be negatively impacted if they cannot complete the allotted time due to fatigue on the pitch.
5. Youth players playing up or down an age group from the squad they would normally represent forgo their rights under the Northland FC Youth Playing Time Policy
6. If a player is suspended by the federation or the club, the games missed will not count in the total minutes played over the course of a season
7. Goalkeepers, due to the unique nature of the position in the game, are exempt from the Northland FC Youth Playing Time Policy. In the event that two goalkeepers are in a Northland FC youth squad, a separate arrangement will be made.
8. Tournaments (including any end of season national competitions), exhibition games and squads selected for these events outside of regular competition are exempt from the Northland FC Youth Playing Time Policy
9. Players who only wish to play in a specific position (with the exception of goalkeepers) may have their playing time negatively impacted

Coaches will clearly communicate to parents and players if a player's playing time will be impacted by any of the instances outlined above.





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NORTHLAND FC YOUTH FEES 2023

1. At the recently held parent meetings, the club provided some initial information on the 2023 youth fee invoice and payment processes. As a follow-up to that, and in response to some questions raised at those meetings, please find below some clarification and additional detail on these important areas – please read carefully as some **new** options (shown in **green**) have been added since the presentation.

2023 Youth program recap:

2. Northland FC will deliver two youth programs in 2023 – the NZ Football Talent Development Program (NZF TDP) competing in the NRF Premiership (13th Grade Mixed) and Lotto NRFL Youth (14th-17th Grade Mixed & Girls) and our Northland Youth Development Program (NYDP) competing in the NRF Championship (13th-17th Grade Mixed). Significant details on these two programs was provided at the parent meetings, and a copy of the presentation given at those meetings forwarded to all parents. A very quick summary of the programs is noted below:

- (i) NZF TDP: 3 trainings + 1 game per week. 28 week program. Fee = \$1860.00
- (ii) NYDP: 2 trainings + 1 game per week. 28 week program. Fee \$1260.00

2023 Fees plans:

- 3. As noted above, the fees for the two 2023 youth programs at the club will be \$1860.00 and \$1260.00.
- 4. An invoice related to program placement/selection and one of the above fees amounts will be sent to every player/parent in early-December 2022. Options for invoice payment are as follows:
 - A. **'Early Bird discount - full payment':** A single one-off payment made on or before 20 January 2023 of \$1700.00 for the NZF TDP or \$1100 for the NYDP. Under this option the player/parent has the option not to participate in any of the other fundraising actions noted later in this correspondence however, if they do participate they can either keep any funds raised or donate any fundraising balances to the club or another players fees. Once a payment of \$1700/\$1100 is received, the account will be credited the 'early bird discount' and cleared. Please take a moment to read our [Northland FC Helping Hand Fund](#) proposal below.
 - B. **'Early bird discount – monthly repayment':** Monthly repayment regime that starts on 10 December and continues on the 10th of the month for 6 months (December to June). For NZF TDP \$290 per month (for a total of \$1740 for the season) and for NRF Championship \$190 per month (for a total of \$1140 for the season). If all payments are made, Northland FC will credit off the last \$110 as a discount. If any payments are missed, Northland FC will have the option to waive the discount value and to seek full payment.
 - C. **Monthly payment plan [default plan]:** A deposit payment of \$620 for the NZF TDP or \$420 for the NYDP on or before 20 January 2023. Monthly payment from February to September (on the 20th of the month) of \$155 per month for the NZF TDP and \$105 per month for the NYDP. The payer will be responsible for setting up/making their monthly payment. Under the clubs 'no pay no play' policy, non-payment for 2 months will result in a player being stood down from training/games.
 - D. **Alternative payment plan:** The club, at its discretion, may agree to other payment plans however as a general rule a deposit will be required on 20 January 2023 to cover core costs and then a monthly arrangement. Again non-compliance with any agreement will result in a player being stood down.



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Fundraising support for fees:

5. As presented at the parent meetings, Northland FC believes that 'Our fees are not your problem, they are a shared problem'. To this end, the following fundraising ideas and support is offered for fees payments offsets:

- (i) **Individual shirt sponsorship:** For season 2023, players will be responsible for purchasing their own Northland FC playing kit through the clubs online store (will be available in early January 2023). Players will have the option to 'sell' the back area (dimensions and logo/advertising requirements available) above their shirt number to a sponsor. The recommend sponsorship value for this is \$400 (excluding GST). A draft agreement outlining this arrangement is included at enclosure 1. Shirt sponsor funds should be paid to the player (not the club) who can then utilize fees to pay their fees as per the fee payment options detailed earlier. Any costs associated with embroidery or other expense are to be borne by the player/covered by the sponsorship. It is recommended that a local embroidery company be engaged for any required work.
- (ii) **Northland FC raffle:** A club wide raffle fundraiser will be held early in 2023. Tickets will be \$10 each and available in books of 10. Some great prizes are normally available. All players (including seniors) will be expected to sell tickets in the raffle. Revenue from ticket sales will be split 50/50 between the players fees and club revenues i.e. if a person sells 2 books of tickets (\$200), \$100 will be offset against fees and \$100 received by the club as revenue. In 2023, the club will introduce a lucky seller process where the seller of any winning ticket will also receive a \$50 credit off their account.
- (iii) **Club fundraisers, corporate events & team events:** The club is aiming to hold 2 fundraising events in 2023. At this stage a golf day early in the year and a mid-season casino night are planned (more detail to follow). Tickets for these activities will be available for sale and again a 50/50 split between player fees and club revenues offered i.e. if a person sells a team entry to the golf tournament for \$200, \$100 of this will be allocated to their fees and a \$100 transacted as club revenue. Any sponsorship or other support for these events will also be split on a 50/50 basis. **Corporate events can be bought to the club with any revenues from such activities again split 50/50 between the player/team and club.** Individuals/teams may also hold their own events, utilizing the clubs venues if available, and can apply any funds raised from those to fees/costs as they decide. The club will not take any portion of funds raised this way (as long as there is no cost/expense to the club).
- (iv) **Pitch signage at Trigg Sports Arena (TSA):** Signage packages at TSA are available for purchase or sale to 3rd parties. Banner and other signage options are available. Base package is 3 years @ \$1000 + GST per year. The club can assist with the closure of such deals to interested parties. Revenues from this scheme will be split 50/50 between players and the club once costs (signs) are covered.

6. The above list represents current thinking/options and some previous activities such as stocktaking work and offset volunteering hours will also be investigated for 2023. Players/parents can also develop their own fundraising activities/actions, which again can use some of the clubs facilities and resources if they are available.



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Northland FC 'Helping Hand' Fund:

7. Northland FC will operate a 'Helping Hand' Fund for 2023 and beyond. This Fund will operate separately to the clubs financial operations, have a separate bank account and be for the sole purpose of helping those in need to pay their football fees and costs (it will not pay for other club or football operational costs).
8. People/businesses/entities will be able to contribute/donate to the 'Helping Hand' Fund as follows:
 - (i) Make a donation direct to the fund.
 - (ii) Those choosing the 'Early bird discount – full payment' option can make full payment of \$1860 (instead of the discounted total of \$1700) and the discount amount of \$160 will be transferred to the fund.
 - (iii) Those choosing the 'Early bird discount – full payment' option can participate in fundraising activities and donate any funds they raise to the fund.
 - (iv) Any player/parent who raises excess fundraising funds that can not be used to offset fees i.e. all personal fees are paid can donate any excess value to the fund
9. Northland FC will dollar match all contributions to the 'Helping Hand' Fund with additional discounts e.g. if an individual donates their early bird discount (as per ii above) of \$160) Northland FC will also allocate \$160 of fees discounts = \$320 available to the fund to pay off fees. Northland FC are pleased to announce that the 'Helping Hand' Fund has been set-up already and that the club has donated \$500 to the account already. Please help if you can.
10. People will be able to apply to the 'Helping Hand' Fund in writing and applications will be reviewed by Northland FC management and decisions made on allocations. Further detail, account details etc available on request.

Some other things to note:

11. For further clarity and in response to questions raised during the parent presentation or in previous years, please note the following.
 - A. Invoicing relationship: The player fees relationship is between Northland FC and the player/parents not any 3rd party. Whilst some fundraising activities involve 3rd parties i.e. shirt sponsors, raffle ticket buyers, that relationship is between the player/parents and that 3rd party. For clarity payments for these items should be made to the player/parents who should then, in good faith, make those payments to the club through their chosen fee payment choice. Northland FC will not invoice 3rd parties for fees.
 - B. Fundraising ceiling: Players/parents cannot fundraise beyond the value of their fees and create a situation where Northland FC potentially owe them money e.g. if you are a NZF TDP player/parent with an \$1860 fee to pay and you successfully raise funds of \$2000 you can not seek payment from the club for the excess. Any such excess or additional fundraising income can be donated direct to the club or to the **Northland FC Helping Hand Fund** noted earlier.
 - C. 'No pay no play' policy: Strict 'no pay no play' policy for 2023. At the time of writing, the club is still chasing considerable amounts of outstanding fees for 2022 and quite simply put we no longer have the resources or time to chase accounts. Given the considerable work done to create payment options for 2023, it is now the clubs very strict policy to not allow ongoing attendance at training or participation in games where fees are outstanding. Please note that any trainings or games missed for this reason will not result in any refund or credit.



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- D. **Program withdrawal:** Once a player has signed their agreement with the club there are several core costs that the club has to cover. Given this, and the considerable work that the club is required to undertake to organize programs, any withdrawal from a program (either by the player or by the club) after a player has signed their agreement will incur a non-refundable cost to be paid of \$200 for a NZF TDP player and \$100 for an NYDP player. Any other credit fees balance remaining will be refunded on a pro-rata basis depending on the time of withdrawal from the program e.g. if a person withdraws from their program at 14 weeks, the non-refundable value + 50% of fees due will be required. Withdrawal for injury will also be managed on a pro-rata basis.
- E. **Additional costs:** Any additional activity or events outside the program outline/plan i.e. tournaments, tours, attendance at NZ games etc will be invoiced independently of the process detailed in this documentation. Participation in program activities does not guarantee participation in additional activities, nor is participation compulsory in such activity. Northland FC also reserve the right to levy additional costs on top of those detailed in this policy where significant cost increase occur in the programs being delivered during the season. An example of this is the significant fuel price increase in 2022. In 2023 and beyond, any such significant cost increase will be initially absorbed by the club but over a prolonged period will result in additional fees being charged to participants.

Next steps...:

12. Actions moving forward are as follows:
- (i) Youth player offers have been sent out and a decision on those offers is required asap. If a player wishes to participate in either the NZF TDP or NRF programs they will need to sign and return their program offer. If a signed player agreement is not received by the set deadline, it will be assumed that the player does not wish to participate in the offered program and their place will be offered to the next candidate. If the next candidate accepts that offer, there will be no future reversal of that decision if the original player changes their mind.
 - (ii) Once the signed player agreement is received by the club, an appropriate invoice, either for the NZF TDP or NYDP program will be raised and forwarded to the player/parent.
 - (iii) On receipt of the invoice, the player/parent should consider which of the offered payment options they wish to choose and then they should ensure they take appropriate actions to comply with that option e.g. if they choose the 'early bird discount – full payment' a payment of \$1700 is required on 20 January (payment after this date will not yield the discount). Please carefully note the timing of each payment option especially the 'early bird discount – monthly payment' which starts on 10 December 2022.
 - (iv) Payments as per the player/parent selected option to be made. Note the clubs strict 'no pay no play' policy for 2023.
 - (v) Northland FC will provide information and detail on the planned fundraising activities and events. Parents/players will participate in activities as required.



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Summary:

13. I imagine the contents of this document is somewhat overwhelming and potentially confusing however, at its most basic level it is simply meant to act as a clear guide on how fees will be charged and options on how those fees can be paid. This later activity includes both payment timeline options and opportunities for players/parents to offset costs through fundraising and other actions, potentially reducing their fees significantly.

14. I would request your patience and understanding as we roll out these various options and to bear with us if there are potential unforeseen challenges or issues we have not considered. As a club, we are attempting to share the fees burden and provide meaningful and tangible support and options but sometimes the mechanics of such work does not always go smoothly.

15. Should you require any further information or detail please do not hesitate to contact us.

Naku, na

Lee West
Chief Executive Officer
Northland Football Club Inc.



HAERE TONU KI RUNGA AKE NGĀTAHI ONWARD UPWARD TOGETHER

NORTHLAND FC TRAINING, TRAVEL & PLAYING KIT

Through Our partnership with FootballHQ we are pleased to finally be able to offer Adidas training, travel and playing kit through our club shop, which can be found here:

<https://northlandfc.footballhq.co.nz/>

The training kit consists of a t-shirt, shorts and socks, with options for rain jackets in the winter months. Travel kit consists of a polo shirt, trackpants and a hoodie, while the playing kit is the standard shirts, shorts and socks. All items will be available in bundles with discounts at various times of the year.





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NORTHLAND FC 2022 YOUTH PLAYER & TEAM SPONSORSHIP

We are acutely aware that the costs for participation can be a barrier toward participation for some, and we are constantly looking at ways in which we can offset player fees at our club to ensure we remain an inclusive organisation. In 2021 we launched a hugely successful player sponsorship program which will be running again in 2022. Additionally, we are also offering the chance to sell pitchside signage at Trigg Sports Arena to each youth team with 100% of the proceeds (minus the cost of the sign) allocated to reducing youth team fees.

The aim, is to offset as many youth team fees through sponsorship as possible, proposals have been developed and are available on request from manager@northlandfootball.net.

Player & Team Sponsorship



- Individual Player Sponsorships @ \$300.00 (exc. GST) per player
- 100% of funds raised go to offsetting individual player fees
- Team Sponsor on the back of each shirt @ \$2,000.00 (exc. GST) per team
- 100% of funds raised divided among squad fees (\$125 per player)
- Proposals for both packages created and ready to send

Pitchside Signage @ Trigg Sports Arena



- All games at Trigg Sports Arena will be recorded
- High visibility for spectators at the game and also online
- Signs @ \$2,000.00 (exc. GST) per year for three years
- 100% of funds raised divided among squad fees (\$125 per player)
- No limit on the number signs a team can sell
- Proposals created and ready to send