



TRAINING OFFERINGS OF CHICAGO UNDERSEA EXPLORERS SOCIETY

Section 1: Purpose. The Chicago Undersea Explorers Society (CUES) is a 501(c)(3) non-profit organization dedicated to fostering curiosity, camaraderie, and diversity through underwater appreciation and exploration.

In order to better facilitate our mission, we offer a variety of training for divers of all levels. Some types of training will be offered for the purpose of fundraising and open to the general public, while others will be offered exclusively to CUES Members.

All Training Offerings shall be overseen by the Training Committee (TC) and subject to oversight by the CUES Board of Directors (BOD).

Section 2: Membership Types.

A. CUES Members

- a. See CUES Bylaws Article III Section 1 for Member Definition.
- b. CUES Members are encouraged to participate in and/or assist with CUES programs including pool training, public facing and mission oriented programs.

B. Professional Staff (PS)

- a. Professional Staff are all CUES Members who have attained a professional rating (i.e. Instructor, Dive Master, Assistant Instructor) with a World Recreational Scuba Training Council (WRSTC) recognized and/or International Standards Organization compliant training agency (ie NAUI, PADI, SDI) who wish to be considered CUES teaching staff and teach courses for CUES.
- b. PS will be compensated by CUES for teaching classes and receive a Form 1099-MISC from the organization as an independent contractor.
- c. PS are required to be on the CUES Certification of Insurance (COI).
- d. PS are eligible to have part or all of their certifying agency membership dues and professional insurance covered through CUES.
 - i. This requires a BOD-defined minimum commitment from the PS.
- e. PS will receive one (1) course per calendar year that they may gift to a friend or family member (excluding Leadership Courses).



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C. Volunteer Professional Staff (VPS)

- a. Volunteer Professional Staff are all CUES Members who have attained a professional rating (i.e. Instructor, Dive Master, Assistant Instructor) with a World Recreational Scuba Training Council (WRSTC) recognized and/or International Standards Organization compliant training agency (ie NAUI, PADI, SDI) who wish to be considered CUES teaching staff and teach courses for CUES.
- b. VPS are required to be on the CUES COI.
- c. VPS are eligible to have part or all of their certifying agency membership dues and professional insurance covered through CUES. The value of this shall not exceed \$600.
 - i. This requires a BOD defined minimum commitment from the VPS.
- d. VPS will receive one (1) course per calendar year that they may gift to a friend or family member (excluding Leadership Courses).

D. Leadership Candidates (LC)

- a. Leadership Candidates are CUES Members who have expressed an interest in continuing on to a Leadership certification such as Divemaster, Assistant Instructor, and/or Instructor.
- b. Any Board member, during their tenure as a member of the Board, receives automatic LC status.
- c. LCs can petition the BOD for recognized status as an LC to receive substantial discounts on continuing education courses.
- d. Any active status Instructor that meets the criteria for Membership, and is on the CUES COI, will receive LC pricing on any course taught by CUES.
- e. LCs are committed to maintaining a good faith effort to participate in Society programs.

Section 3: Types of Training Offered.

A. Public Facing Fundraising Courses

- a. The primary purpose of CUES is to fulfill our mission. Public facing courses should only be taught in support of our mission goals.
- b. CUES may occasionally offer public facing courses in order to generate revenue for the organization.
- c. These courses can include Open Water, Advanced, Rescue, and Nitrox.
- d. These are paid courses which can be taught by any active CUES Member who has an active Instructor certification and is on the CUES COI.
- e. Dates for these courses can be decided by the Training Committee and must be finalized by the CUES Board of Directors.



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- f. Pricing for these courses will be decided by the Training Committee, with the guidance that the price should be in line with the local market and offered at a slight discount compared to for-profit organizations.
- g. The lead Professional Staff for each course will be compensated for their time based on a pay scale decided by the TC after evaluating the costs of each course.
- h. Other specialty courses (e.g. Wreck, Underwater Archaeology, Intro To Tech, etc) can be offered on a case-by-case basis and are subject to approval by the TC Chairperson, under the supervision of the BOD.
- i. Any course to be added to the regular course offerings must be approved by the Training Committee and the CUES BOD.

B. Mission Courses

- a. Mission Courses are the primary courses that will be offered, to fulfill the CUES Mission of introducing diving to those who may not otherwise have the opportunity.
- b. The fees and staff pay for Mission Courses will be determined by the Mission and Training Committees on a case-by-case basis and are subject to approval by the CUES BOD.
- c. Mission courses include all of those listed in the public facing courses.

C. Courses Available to all Members

- a. The TC Chairperson can schedule courses for all CUES Members, or at the request of a PS or VPS.
 - i. Schedule is subject to oversight by the BOD.
- b. Pricing will be at a significant discount compared to the public facing course options.
- c. All CUES members receive two (2) courses per calendar year that they may offer to friends and family at the Membership rate. This excludes Leadership-level courses.

D. Courses Available to Leadership Candidates

- a. Divers interested in LC status must apply to the TC. Once awarded, unless revoked by the TC, the diver retains LC status for all future CUES Courses taught by a CUES PS or VPS.
- b. All CUES courses to those approved as LCs will be taught at 10% above cost.
- c. Professional Staff teaching LC courses waive any pay for teaching a LC in a CUES Course.



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- d. A PS or VPS may offer a course at the Leadership Candidate rate to any friend or family member as long as the Training Committee Chairperson is notified beforehand and the student fee paid prior to the course commencing.

Section 4: Costs. Costs will vary from course to course; however, there are a few examples of things with associated costs to the Society:

- a. NAUI eLearning and Registration fees
- b. Pools
- c. Equipment wear and tear
- d. PS compensation
- e. Support for mission activities