

Greater Pensacola Aquatics Club

Team Support Policy

Effective: September 1, 2021

Team Support Policy

Swimming for one of the best teams in the country requires the support and dedication of its swimmers and their parents. As a non-profit organization, Greater Pensacola Aquatics Club (GPAC) hosted events are dependent upon the parents of our swimmers working together to host successful meets. It has been a hallmark of GPAC hosted meets that we run some of the best meets around. We need everyone's help to maintain this standard of excellence.

Parental involvement has long been one of GPAC's greatest strengths. However, this policy is in place to help ensure that everyone who benefits from our hosted meets (every swim family) share in the efforts to host quality meets. By sharing the labor required to run the team, we ensure a more rewarding and successful swimming experience for our children.

There is an old adage "do as I say not as I do", however our children mimic us in every way. Working at meets speaks volumes to your swimmer about how much you care about the GPAC's success but more importantly that you care about them and the activity in which they are involved. To steal another old adage "actions speak louder than words".

Benefits of Hosting Meets

- Meets generate the revenue required to operate the team.
 - Without these "fundraisers" training fees would need to increase about \$50 per month.
 - The dollars raised at swim meets far exceed any other source of fundraising.
- Home meets save you money!
 - Travel requires time, transportation costs (gas), meals, lodging, etc.
 - Home meets cut down on the expense of a meet tremendously!
 - Meet workers get meals, snacks and drinks from hospitality, again saving money.
- Home meets offer much to our families.
 - Swimmers comfort as they know their surroundings
 - Swimmers and parents get to sleep in their own beds.
 - Swimmers and parents get to be engaged in their normal everyday lives.

Team Support Commitment

GPAC's Team Support Commitment is based on a tiered points system. **Your commitment is based on the swimmer who trains in the highest training group. We require every family to spread out your commitment by signing up for 50% of your points in the SCY (winter) season and another 50% of your points in the LCM (summer season).** Spreading out the commitment will help to ensure that we conduct well run meets as well as providing opportunities for all families to work throughout the year.

Families previously registered with GPAC that re-join the team mid-season will have a prorated point system. The Team Support Commitment will be calculated by dividing the number of points for the appropriate group by the number of remaining GPAC meets.

The commitment of a swimmer, who advances a training group during the fiscal year, will be determined on the first training group in which they participate.

Our tiered points system is as follows.

- New Families - 100 Points
Upon registering for GPAC on a second occasion (yearly registration in the Fall) the commitment will go into effect for the highest-level training group in which your child(ren) trains.
- White Training Group - 300 Points
Families are encouraged to initiate training for one of the meet positions so that they will be prepared to serve when their swimmer advances in training groups.
- Senior Blue & Blue Training Groups - 400 Points
- Green Training Groups - 500 Points
- Senior, Senior Green & Junior Training Groups - 600 Points

Points

A shift (1 session) must be completed to receive points (typically 50). In a Prelim & Finals meet, both prelims and finals count as separate sessions. If two family members work the same session that is 100 points, each shift/session counts! A typical session is 4 hours.

Some positions that are critical to the technical operations of the meet and that require special training will receive 75 points per shift (session). Those positions are, Clerk of Course, Console Operator, Scoring and Officiating. *While training you will earn 50 points per position.*

A few shifts will be posted that are worth 25 points. These shifts will be approximately 2 hours in length and will mostly take place prior to or after the conclusion of a meet. A few examples include; meet set up, meet tear down, copying Clerk of Course materials, picking up hospitality items, picking up concession items, etc. These positions are vital to the meet operation but take less time and offer more alternatives for meeting the family commitment.

10 bonus points per session will be awarded to families that fill positions at meets when their swimmer is not competing in that session. 15 bonus points per session will be given for major meets like prelims/finals meets or a championship meet. **You must indicate this on the sign in sheet at the pool.**

Families who records 250 points (not including hospitality donation) at any given meet will be awarded 100 bonus points which will only count toward their points for the recognition program, not toward their commitment.

Points will be awarded for timing at away meets when GPAC is required to provide timers.

Points will be awarded for set up and tear down at the team banquet (25 points) and may be offered at other team functions (points will be announced)

If you need to leave before the session is completed, then you must find a replacement worker to receive your points. If you leave your position and you do not have a replacement you will not be awarded points. Likewise, if you report to your position late, it may be filled by another family, and you will not be awarded points.

Donation of hospitality items will be accepted in lieu of points. No more than 50% of the Team Support Commitment can come from hospitality items. Items that are purchased will be awarded points based on their per item cost. **Only items that were specified will be awarded points as menus are planned and items request have shown a history of being desired by our guests.** Hospitality items will be asked for in advance so that the organizers know if GPAC needs to purchase items that have not been filled. **All Items must be brought by the first session of the meet.**

There will be NO carryover of points from fiscal year to fiscal year. GPAC's fiscal year is September 1st to August 31st.

Point Earners

This is a family commitment, however **anyone representing the family** (friend, grandmother, grandfather, etc.), 12 years of age or older can sign up for a position.

Swimmers 12 years of age and under registered with the team may earn points at any time if they are in the Junior or any of the Senior Training groups. However, swimmers 12 years of age and under may only earn ½ of the families Team Support Points.

Swimmers 10 years or over can volunteer for meet set up or meet tear down at LCM meets specifically in the capacity of lane line changeover. Swimmers can work to complete this task will earn 25 points.

No individual person may fill more than one (1) position in any one session. An exception may be made if there is a shortage of people to fill slots however the positions must be able to be fully covered and double points will be awarded.

Commitment Points Fee

If the objective of this policy is met GPAC will collect NO MONEY and we do NOT want your money, but we do NEED and WANT your HELP!

Families who have earned their Team Support Points will not be assessed any fees. Those families who have earned less than the minimum points for their group will be billed **\$2.00 for every 1 point less than their minimum** requirement.

Fees for non-fulfillment of Team Support Commitment will be due by April 1st and by August 1st of each year. Fees will be billed on 50% commitment for each due date. Payment of the fees is required in order to remain in good standing with the team. If a family does not earn any points this is how the fee payments would accrue.

- White Training Group – Max fee \$600.00 (\$300.00 on April 1st & \$300.00 on August 1st)
- Senior Blue & Blue Training Groups - Max fee \$800 (\$400.00 on April 1st & \$400.00 on August 1st)
- Green Training Groups - Max fee \$1000 (\$500.00 on April 1st & \$500.00 on August 1st)
- Senior, Senior Green & Junior Training Groups - Max fee \$1200.00 (\$600.00 on April 1st & \$600.00 on August 1st)

Advanced Payment of Team Support Fees

Any family that declines to fulfill team support points or donations throughout the year has the option of paying fees at the beginning of each fiscal year (September). **Please remember, your help is more important to GPAC than the funds, we DO NOT WANT your Money!**

Recording of Team Support Points

At GPAC hosted meets, all families are responsible for signing up prior to the meet. Families are also responsible for signing in prior to the start of their shift and signing out at the end of a shift. **Signing in and signing out will be our only way to give you proper credit so please be sure to do both.** A sign in book will be at all meets.

If you do not sign up prior to the meet you may still be able to work for available positions (all are limited to a degree) however, you must see the Team Support Coordinator so that they can approve your placement into a position. Sign up is first come, first serve so if you do not sign up and a position you desire is fully staffed then you will be placed in an area of need.

Your points earned will be automatically reported to the Team Support Coordinator. The Team Support Coordinator will tally your points monthly and report them to the GPAC Office Staff. Point tallies will be available on the team website. Families will have one week from the email sent date to confirm their shifts. Should your shift not be recorded correctly, you must report this within the week, or you will not receive your points.

Recognition Program

We have four tiers of recognition to acknowledge families who go above and beyond their Team Support Commitment. In addition, all first time meet workers will be awarded with a GPAC Lanyard. All qualified families will be recognized in our heat sheets, will be provided two Parent shirts and will be invited to a Team Support Party where we will hold a drawing for our awards.

Our tiered recognition system is based on points earned above the requirement by group and is as follows.

Bronze - 300 additional points earned

Sliver - 600 additional points earned

Gold - 1000 additional points earned

Platinum - 1500 Points additional points earned

Platinum families will each earn one ticket in the drawing for one of a minimum of 5 GPAC Backpacks. Gold families will earn one ticket in the drawing for 1 of a minimum of 5 GPAC Backpacks. Silver families will earn one ticket in the drawing for 1 of a minimum of 10 GPAC Towels. Bronze families will earn one ticket in the drawing for 1 of a minimum of 20 Special GPAC T-Shirts. Tickets will be drawn in a reverse raffle format in that we will draw Platinum first, etc. Families from the higher group that do not have a ticket drawn in their group will have their ticket placed in the lower tier. Awards may be substituted for higher level awards as deemed necessary. Award categories may also be substituted as necessary.

Important Notes:

Hours worked versus Commitment Points

Service Hours are based on the length of an average meet session. They are not calculated or awarded based on actual time. Sometimes meet sessions will run long, other times they will run short. Points are awarded based on the specified hour allotment for each job. For most positions, meet workers are expected to arrive early to ensure that they know all of the requirements of the positions.

Team Support Fees

The idea of this program is to get our families to help with meets. We are not doing this as a fundraiser, **We DO NOT WANT YOUR MONEY; we WANT and NEED your HELP!** If everyone fulfills their requirements and we do not receive any money from the collection of fees, the goal of the program is still accomplished. Any money that is collected will go to enhancements in our swimming program. In particular, fees will be applied to the recognition program costs, swimmer incentives and meet equipment.

First Come First Serve

All positions are on a first come first serve basis. When the call is made for meet worker sign up be sure to act fast to get the role of your choice as each position has a limited number of spots available. We also encourage everyone to try new roles and train on those roles. We always need people to become officials, learn to set up and run the timing system, learn how to manage the data collected from the timing system, and more. There are many functions that require some training that anyone with interest in learning can do. None of the operations of running the meet require extensive knowledge of swimming that you must have before learning that function.

Hardship Clause

We understand that there may be a significant reason that makes working near impossible and we have created a system that allows every family to provide something to make the GPAC hosted competitions successful including donating items for Hospitality. If a family has some circumstance that keeps them from fulfilling the requirement, they need to contact the CEO. This needs to be done prior to the billing of fees so that the CEO can consider that family's situation and make a decision as to what is a fair way to treat each circumstance.

Policy Renewal

This policy, like other GPAC policies, may be reviewed and adjusted annually.

I have read and understand that my help at swim meets is vital for GPAC to continue to offer the best possible swim experience for my swimmer. I agree to abide by the Team Support Policy.

Print Name or Parent or Guardian

Signature of Parent or Guardian

Date