

Impact Team Agreement & Expectations

Year Commitment

- By signing up for the Thump Impact Team, you are financially committing to the full yearlong program, and players are committing to the full year of participation. When players and families register for the Impact Team, the family and Thump Lacrosse is making a mutual commitment to work together to invest in a player's life.

Finances

- By committing to the Impact Team, players and families are agreeing to pay the cost of the team in full. If paying monthly, the player & family agree to make all 12 monthly payments. If paying in full, the player & family agree to complete the invoice before the first team event, or at another time early in the season agreed upon with the Thump Lacrosse GM in writing.

Scholarships

- The goal of our scholarship program is to enable student-athletes to participate in Thump programs, regardless of financial background or family situation. Thump Lacrosse has a need-blind participation policy for our Impact Team, meaning that if a player is selected for the team, we don't want finances to ever be the reason they can't play.
- We work with families on an individual level, and each family should fill out our Scholarship Application Form. Our scholarships are need-based, meaning that they are designed to create participation opportunities for student-athletes who otherwise would not be able to afford them.

Refunds

- Refunds are not available.

Injuries

- In the case of player injury over the course of the year, we will still expect players to be at all possible team events and activities, and will give alternate athletic training options based on the player's injury. In the case of an injury severely limiting participation, we'll work with families on a case by case basis to figure out options for their athlete.

Travel Commitment

- When a player is offered a position on the Impact Team, it is critical that families understand this includes a travel commitment. The schedule will be posted and communicated well in advance, and the team is counting on every player's attendance. If a game or tournament must be missed, we require at minimum 3 weeks notice in order to fill the vacancy with another player. Tournaments are booked and paid for in advance, and there are no refunds available for missed tournaments.

24 Hour Rule

- Parents and players must wait until 24 hours after the conclusion of a game/tournament/event to begin a conversation about playing time. Coaches and directors are not able to have those conversations effectively in the middle of an event, and emotions and adrenaline often run high immediately after events. The 24 hour rule allows for time and reflection on both ends before those conversations occur.

Playing Time

- Coaches and directors are always happy to have productive conversations with players about rooms for improvement and growth, and can clarify how team decisions are made. These conversations must follow the 24 hour rule.
- Playing time decisions are made by staff with a *team-first mentality*, meaning that the collective success of the team is the overall goal, and players may be asked to play different roles or given different times on the field to help equip the team for overall success. Staff will work to be transparent with players throughout the season, and expectations will be made clear and articulated to players.

Attendance

- Athletes are expected to be on time and at every team event, including all practices, games, tournaments, IQ sessions, Team Zooms, positional trainings, team building events, etc. Optional events will be clearly marked as optional.
- *Early is on time, on time is late.* Athletes are expected to be fully prepared and ready to go by the start time. If it takes an athlete 15 minutes to get ready, they should account for that time so they are ready to go at the start of the event.

- It is an athlete's responsibility to make sure they have clearly communicated potential attendance challenges to their coach. *If an athlete has two uncommunicated (or insufficiently communicated) absences from Thump events, it may jeopardize their future participation in the program, and they may be released from the team for the remainder of the season.* If this is the case, the season fee will not be refunded.

Commitment Level

- The Impact Team is a large commitment, and all team events should be prioritized accordingly by players and families. Athletes should structure their schedule (whether academic, work, etc) so they can make all team events.

Player Communication

- Communication should primarily be between the team coach and the athlete, especially at the high school level. High school age athletes should be responsible for communicating any absences or scheduling issues.
- Athletes are also responsible for clearly communicating any questions they have regarding team or coach expectations, lacrosse knowledge, etc.
- Any conversations or questions about playing time or role on the team should be handled directly between coach and player.

Conduct - Parent & Family Spectators

- Parents and families are representatives of the Thump Lacrosse community at all external events, and as such, are expected to be community-minded and conduct themselves according to the Thump Lacrosse mission with care, integrity, and kindness.
- Parent spectators should not coach from the sidelines, and at no time should a parent spectator ever engage with a referee/official.
- Parent spectators should never, at any point, make disparaging comments about players or officials, or an opposing team's spectators, players, or coaches.
- Parent spectators should limit their communication at events to positive encouragement of Thump players.

- Failure to abide by these parent spectator expectations will result in the loss of spectator privileges and the parent spectator in violation will be asked to leave. Additionally, they may not be permitted at future events.

Conduct - Players

- Players are expected to be good community members and teammates at all times, and conduct themselves according to the Thump Lacrosse mission and player/team expectations, which are outlined in detail below.
 - Any kind of bullying, harassment, disparaging comments about other players, disrespect toward coaches, officials, etc. is never acceptable at Thump programs. If players cannot abide by player conduct expectations, players may be asked to leave the team event they are at and it may jeopardize their future participation in Thump programs.
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General Player Expectations:

We value each other's time.

- We show up on time -- meaning you're completely ready to go 5 minutes before you're supposed to be ready. If it takes you a long time to get ready, maybe that means you arrive at practice 25 minutes early. Whatever it takes -- you're ready to hit the field when we start.
- We have limited time on the field together, so we're focused and committed while we're there.

We respect our team community. Respect looks like different things, including:

- We respect our community by focusing & listening when coaches are teaching or teammates are talking.
- We respect our community by keeping the sideline neat and picking up after ourselves. Bags are lined up, zipped up.
- We respect our community by being caring to one another, and are committed to being good teammates -- even when we may not get along or if we have substantial interpersonal differences.
- We respect our community by working hard while we're on the field.
- We respect our community by celebrating our accomplishments.
- We respect our community by using inclusive language, understanding that our actions show whether our spaces are welcoming or not.

We're committed to growing and learning together.

- We're all constantly learning how to be better at what we do. That means we work hard and make mistakes, knowing that those are learning opportunities and opportunities for growth.
- We know that we all make mistakes, and are committed to just giving our best that day -- whatever we can offer.
- We're supportive of each other's learning; we help each other when we need it, avoiding ridicule in favor of support.
- We acknowledge the successes and things that our teammates do well.

We practice clear communication.

- On the field, we communicate clearly because it's essential to excellent and fun lacrosse. It's a fundamental part of being a good teammate.
- Off the field, we make sure to practice clear communication to maintain a strong community. That means if we have to miss some team commitment, we clearly communicate that in advance. If we need help with something, we ask for it.

We embrace fun and look for opportunities to have a good time.

- We play lacrosse because we love it, and know that being on the field together means we get new opportunities to have fun and be joyful.

We are responsible.

- On and off the field, our behavior matters and we take ownership over everything we can.
 - Certain things may be out of our control, but it is still our responsibility to be good teammates and do our part to ensure our team's success.
 - It's our responsibility to control the things we can control, be good teammates, and do our part.
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