

Tempe Junior Crew

*Arizona's Premier Competitive
Junior Rowing Program*



Tempe Junior Crew
PO Box 857, Tempe, AZ 85280
*TJC is a 501(c)(3) non-profit
Established 2000*

Thank you for being a member of the TJC community! Membership has privileges and obligations. This handbook has been put together in an effort to put them in a centralized place. Please do read the fine print and do ask questions! We look forward to working together in support of the team!

Purpose of this Handbook:

The purpose of this handbook is to provide everyone affiliated with Tempe Junior Crew (TJC) rowing club with a clearer understanding of the roles, goals and expectations associated with being a participant in and supporter of this all-volunteer-run non-profit organization.

TJC Rowers and their parents are expected to familiarize themselves with this handbook¹

There is an Acknowledgement in the season waiver packet which will need to be signed by the rower and a parent. The purpose of acknowledgement is to indicate that rowers and their families have familiarized themselves with the contents of this handbook and understand that membership involves a proactive participation and commitment from everyone.

¹ *The TJC Board of Directors reserves the right to make revisions to the Team Handbook at any time without prior notice.
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TJC Board of Directors

Tempe Junior Crew's Board of Directors has the overriding duty to guide TJC by setting policy and making decisions that affect the overall organization. Select members also serve as officers of the club. Several non-officer Directors also sit on the Board, and we are taking nominations this year for additional members.

A Note from the TJC Board of Directors

WELCOME TO NEW AND RETURNING ATHLETES AND FAMILIES

Welcome to TJC! Our coaches and rowers are looking forward to another successful season. TJC was the first high school age rowing team established in Arizona; today, it is one of the top rowing programs in the Southwestern Region—which is one of the most competitive rowing regions in the United States.

As many of you know, TJC rowers have won local, regional, and national competitions, and were proudly represented at the Junior World Championships in Hamburg (2014), Eton (2011), Prague (2010), and Beijing (2007). Recent successes at the USRowing Youth National Championships include: in 2014, TJC's men's varsity single placed fourth, in 2013, TJC's lightweight men's varsity double placed fifth, and in 2012, both the women's and men's varsity quads placed in the top 10.

We thank the athletes, coaches, parents and friends of Tempe Junior Crew, for the discipline, dedication, and support that have made so many distinctions and accomplishments possible. We are no less proud however, that Tempe Junior Crew is a rigorous, disciplined team in which character, integrity, and commitment are assigned the utmost importance.

TJC IS AN AUDIENCE PARTICIPATION EXPERIENCE – TOGETHER EVERYONE ACHIEVES MORE

Tempe Junior Crew has ascended to national prominence thanks not only to good coaches and dedicated rowers, but to the credit and dedication of our community, the Board of Directors, coaching staff, our parents and our athletes. The team has been well supported by an extraordinary, all-volunteer group of parents and friends through the years, and your effort and commitment are key to ensuring TJC can sustain its success. We look forward to including you in that tradition.

Tempe Junior Crew receives no funding or financial support of any kind from the State of Arizona, Maricopa County, or the City of Tempe. The team's financial support is entirely private; donations and gifts from TJC families, friends and alumni are critical to TJC's day to day operations, and to its ability to ensure the competitiveness of the Crew. We will be enlisting your help, and encourage you to come to the Board with ideas and/or potential opportunities.

We hope this guide will be a useful resource for new and returning athletes and their families as we navigate a busy competitive season. This guide is a work in progress, so let us know how it can serve you better. In the meantime, let's get ready for another fantastic season! – GO TJC!

-The TJC Board of Directors

About the TJC Board of Directors

The TJC Board of Directors is an all-volunteer panel charged with the overriding duty of guiding the club. The Board sets policy and makes decisions that affect the overall organization. The Board strives to keep a balanced membership consisting of parents, community members, and TJC alumni. Select Board members also serve as officers of the club. A list of TJC's current Board and their contact information is available on <https://tempejuniorcrew.org/>.

If you are interested in serving on the Board, please contact TJC President Kathy Schwartz (chair@tempejuniorcrew.org).

TJC's Mission and Vision

The mission of Tempe Junior Crew is to be the premier junior rowing club in Arizona. The vision for our rowing programs is directly shaped by the Head Coach and Program Director. It is implemented by the Coaching Staff and rowers with support from the Board of Directors and the significant volunteer commitment of TJC families.

TJC's focus is on competitive rowing), and at all times on helping junior athletes realize the many physical and educational benefits inherent to the sport of rowing.

Winning is only one measure of our club's success. It significantly informs, but does not outweigh, the importance of TJC facilitating an overall positive growth experience for participants.

TJC Rowing Programs and Purposes

TJC IS A COMPETITIVE ROWING TEAM SPECIFICALLY DESIGNED FOR JUNIOR ROWERS

As space and seats allow, we can accommodate three program levels on TJC, determined by a rower's skill, athletic performance, and commitment to the team: Novice, Junior Varsity, and Varsity. Programs are described in more detail in this section, but it is critical that anyone interested in TJC understand the eligibility requirements and a few age-related compliance regulations.

ELIGIBILITY: "JUNIOR ROWER"

TJC follows the USRowing definition of who is age-eligible to row as a junior:

"A junior is a competitor who, in the current calendar year, does not attain the age of 19, or who is and has been continuously enrolled in a secondary school as a full-time student seeking a diploma. A competitor thus ceases to be a junior after December 31 of the year of his or her 18th birthday, or of the year in which he or she completes the 12th grade of secondary school, having been a full-time student--whichever is later."

LOCAL REGULATIONS/COMPLIANCE ISSUES

The City of Tempe regulates TJC's access to the lake and affiliated resources.

As long as rowers comply with the Boating rules, TJC may access the lake, use dedicated space in the boathouse, lease several boat racks each year, and store their launches in the City slips.

Every rowing club on the lake is required to keep documentation on file that acknowledges each team member's understanding of and willingness to comply with the Tempe Town Lake Boating and Athlete Codes of Conduct. The forms are part of the membership form available on our website.

Tempe Town Lake follows US Coast Guard guidelines and Arizona law for personal floatation device (PFD)

The United States Coast Guard and Arizona state law both require *anyone under age 13* to wear a life jacket on the lake, even when rowing on a crew team.

Please note that TJC does not supply TJC rowers with personal floatation devices. Affected rowers and their parents are responsible for providing them as necessary equipment. Every TJC member must acknowledge their understanding of the USCG rules:

IF an junior athlete is under age 13 AND he or she has already been communicated with and been vetted by a TJC coach for any level of membership (including the 10-day trial) THEN that junior athlete must acquire a life vest to wear every day he/she rows until he or she turns 13 years old.

If your athlete is under age 13, please talk to the TJC Head Coach ASAP and discuss options related to the Personal Floatation Device requirement (PFD).

Program Structure

NOVICE ROWING PROGRAM

6 DAYS PER WEEK (M-SAT), VARIOUS TIMES 4:00-6:30 FOR WATER PRACTICES, 4:15-5:45 FOR LAND PRACTICES. ²

The novice program is designed primarily to introduce novices to rowing, and to help them develop their interest and improve technique and fitness. The full-time program is also a good fit for rowers who are, for any number of reasons, interested in the sport but not able to fully commit to higher levels of competition.

VARSITY AND JUNIOR VARSITY ROWING PROGRAMS

6 DAYS PER WEEK VARIOUS TIMES 4:00-6:30 FOR WATER PRACTICES, 4:15-5:45 FOR LAND PRACTICES, PLUS SATURDAY MORNINGS

These programs are designed for dedicated junior athletes interested in competing at the USRowing Southwest Regional Junior Championships in Sacramento, CA in May and in the USRowing Youth National Championships in June. The Junior Varsity and Varsity programs require more time, effort, and financial resources than the novice program; it is a significant commitment for both rowers and parents.

The Southwest region (in which TJC competes) is one of the top in the nation for junior rowing. Competition is at the highest level. The design and structure of TJC's practices are therefore carefully planned to reflect the intensive demands of rowing at this high level.

Athletes will be pushed to expand their physical, emotional, and mental limits. It is expected that TJC's student athletes are fully capable of managing their time and energy equally between school, family and rowing—and that he or she is mature enough to handle these commitments and coordinate the time required to balance them. Every season is rigorous and demanding for both novice, junior varsity, and varsity rowers and TJC welcomes those willing to make the commitment to join in working toward a great year.

TJC's Non-Discrimination Policy

Tempe Junior Crew admits qualified athletes of any race, color, religion, national, and ethnic origin to all of the rights, privileges, programs, and activities generally accorded or made available to the athletes. TJC does not discriminate on the basis of race, color, religion, national and ethnic origin.

Communication is Key

ROWERS ARE RESPONSIBLE FOR COMMUNICATING DIRECTLY WITH COACHES.

TJC has high expectations for its members on and off the water. Above all else, we are a team. Positive, supportive and productive communication is the glue that helps everyone move forward toward their greatest potential.

Parents, please remember that, at all times, rowers should be the first to broach questions and concerns, and account for absence(s), with coaches. Coaches make themselves available via phone, text or email, and are happy to answer questions. This does not mean parents should not contact coaches—it simply means that rowers, first and foremost, are responsible for keeping in touch.

Coaches need rowers to be available when and where they are needed/expected. This is not just a politeness issue. The logistics and boat lineups require planning, which is directly impacted by rower tardiness and absences. **Stay in touch!**

Contact Ryan Krch ("Coach Ryan")

Cell (texting OK): **(602) 505-0057** quicker response

Email: rykrch@outlook.com email is checked infrequently

² See handbook section about expectations, preparation, and team behavior. Rowers are requested to arrive a little early (3:45-4:00 PM), dressed, ready, and willing to facilitate the team's ability to start practice as close to 4:00 sharp as humanly possible.

It's Everyone's Job to Stay Informed

TJC coordinates rowing seasons and collaboration between volunteers primarily through electronic communication. Rowers and their families can expect to receive notice of events, opportunities and issues via email and/or at <https://tempejuniorcrew.org/>.

Please check your email regularly over the course of the season.

The primary source of general TJC information can be found at <https://tempejuniorcrew.org/>.

About Online Tools: Website, Social Media, and Email

TJC maintains a Website (<https://tempejuniorcrew.org/>), Twitter account ([@tempejuniorcrew](https://twitter.com/tempejuniorcrew)), Instagram account ([@tempejuniorcrew](https://www.instagram.com/tempejuniorcrew)) and a Facebook page ([facebook.com/tempejuniorcrew](https://www.facebook.com/tempejuniorcrew)), and several domain-specific email addresses (ex: chair@tempejuniorcrew.org, regatta@tempejuniorcrew.org, and membership@tempejuniorcrew.org), all courtesy volunteers.

Contribute content — share/send your photos/video to membership@tempejuniorcrew.org to be posted!

Effective collaboration is how the work gets done. Anyone interested in volunteering their time and talent toward communication-related efforts, please contact volunteer@tempejuniorcrew.org!

Check out these and other resources available at tempejuniorcrew.org.

- Coach contact information
- TJC calendar with information updated in real time about practices, regattas, deadlines and more
- Practice checklists and equipment-related information
- Map to the TJC boathouse
- This handbook
- Registration forms
- TJC Board/Officer contact info
- News, updates and reminders
- Regatta information and directions
- Team press releases and/or photos
- Educational materials, including erg and rowing technique tips, and safety checklist

The Community Network

TJC keeps a roster and contact information on file for all TJC rowers. With every family's permission, we may distribute a basic contact information sheet to facilitate communication and volunteer (and/or carpool) coordination.

Communication Expectations

Open dialogue is good. It's important to understand that TJC coaches must be allowed to maintain a focus on running practice and improving the competitiveness of the team.

The TJC President, Kathy Schwartz, is available and happy to talk to parents about issues/concerns.

Fundraising is Expected of Everyone

As a non-profit sports club, TJC cannot survive and thrive without the generous support of parents, alumni and the extended family of donors that have contributed to the Club over the years. Program fees can not cover the costs of operating the club, maintaining and purchasing equipment, and they do not include the cost of regattas.

Fundraising support takes many forms. If you are looking for a non-profit organization to make tax-deductible donations to, consider Tempe Junior Crew. Cash donations for unspecified general operating purposes, gifts of equipment or contributions earmarked for equipment needs, program-specific gifts

(financial aid fund), and longer term gifting programs; All are needed for the Club to remain financially healthy and to fuel growth of our program size and quality.

- **Friend Raising** – Activities build awareness of rowing and acceptance of TJC among all community organizations, building a network of support between alumni, parents, athletes, coaches, businesses and foundations.
- **Fund Raising** – Long-term gifting and one-time donations can secure financial assistance for TJC’s annual operations and cover new and renovated equipment.
 - **For Operating Expenses** – To cover the annual expenses of operating a rowing club (rack fees, lake fees, use fees, coach-related fees, team insurance, etc.)
 - **For Financial Aid/Scholarships** – To help TJC re-establish and sustain a scholarship fund for talented but financially challenged participants.
 - **For Capital Equipment** – To secure material goods and services, including boats, oars, racks, trailers, etc.
 - **For Additional Personnel** – As TJC grows, logistics will require additional coaching assistants.

Our club is growing success. There are many opportunities for individuals and corporations to get involved and support Tempe Junior Crew. For more information about potential naming opportunities, partnerships and donations, please contact our Program Director.

Volunteering is Expected of Everyone

Our common interest in the success and support of every rower on the team means that all of us need to give a little. Time, talent, effort, and money are a few ways people give—we are primarily interested in your time and purposeful collaboration.

How It Works

The Volunteer Chair is tasked with matching volunteers with duties and tracking each family’s total volunteer hours.

If you know what specific task you’re willing to do, please contact the Volunteer Chair, otherwise, the Volunteer Chair is happy to assist you in finding opportunities.

Guidelines for Getting Involved

NOTE: For Rowers families, we require that you work at the Desert Sprints in the spring season. Novice Rowers almost always compete in this Regatta, and this gives families a chance to see a Regatta, grasp some of the scope of things necessary to put one on, and network with other families. There is not an hours requirement for these events, but a single shift at these Regattas is typically 4 hours.

Ways You Can Support the Team

At the season kickoff meeting, and over the course of the season, you will be asked to identify areas of involvement of interest to you. “Other” is a category you can use to identify/invent additional areas not mentioned here. Every effort will be made to find an opportunity matched to your interest(s). Formal opportunities are based on availability (early sign-up is encouraged).

Please share your skills and talents with TJC! Here are a few ideas to get you started. Look for email referencing additions and specifics (or contact volunteer@tempejuniorcrew.org).

- | | |
|---|---|
| <input type="checkbox"/> Community-Building/Support: | <input type="checkbox"/> Alumni Relations |
| <input type="checkbox"/> Public Relations/Media | <input type="checkbox"/> Hosting/Managing Events |
| <input type="checkbox"/> Photography/Videography | <input type="checkbox"/> Team Building TJC Events |

- Fundraising efforts
- Erg-A-Thon organization
- T-shirts
- Other _____
- Technology Support**
 - Social Media
 - Website
 - Instructions/on-call help
- Membership Management:**
 - Registration
 - Records Management
 - Collections duty
 - Recruitment events
 - Team Uniforms
- Regatta Admin., Planning & Support**
 - Tempe Rowers Association (TRA) Representation (committee/planning work)
 - Logistics Support
 - Volunteer Coordinator/Volunteer
 - General (local regattas)
 - Travel Planning
 - Driving
 - Hospitality (Food)
 - Chaperoning
 - Other _____
- Practice Logistics Boathouse Support**
 - Hydration police (did you bring your water today?)
 - Supervision backup
- Safety Launch Driver** (TTL certified!)
- Road Warrior** (driver/chaperone)
- Boat Trailer Wrangler**
- TJC Handy person(s)** (repairs, maint.)

Potential Areas of Involvement

While not exhaustive, this list may give a better idea of what you could be doing as volunteers:

- **Alumni Relations:** Maintain/update a database of all alumni, including mailing address, email address and phone numbers. Reach out to involve alumni for socials and fundraising.
- **Boathouse/Lakeside Support (practice days):** There are a number of opportunities around the boathouse for adult volunteers. Availability to supervise minors (or sit with them while they wait for parent pick up because they are ill, or forgot water and the rest of the team is on the lake, etc.), or maintain/fix ergs, do minor carpentry/wiring, trundle equipment, or generally help streamline the team's preparation and launch on the lake.
- **Fundraising:** Coordinate fundraising activities including athlete fundraising activities, corporate sponsorships and annual fundraising events. Research other fundraising possibilities within the community, including identifying potential community connections and team resources available through the immediate parent network.
- **Erg-A-Thon:** This is one of the annual fundraising events that benefits directly from parent involvement. There are sponsor requests to family and friends to write and team logistics to coordinate and supervise.
- **Launch driver:** The City of Tempe can certify you to drive one of the safety launches. This will put you in high demand during regattas, AND potentially offer a support option for coaches with lake-supervision-related launch needs.
- **Membership Management:** The Chair is responsible for (1) ensuring receipt of accurate & complete registration materials from membership, (2) maintaining accurate records of the membership, (3) maintaining and updating rowers' records, (4) distribution of a complete listing of

each rower's name, parent(s) name, address, phone numbers and email address to membership. Membership is the main point of contact for new rowers, and membership management handles registration for seasonal recruiting events: Fall Season, Spring Season and Summer Program. Coordinates with coaches to ensure sufficient rowers are available for practices (summer program).

- **Booster/Social Media:** Schedules, coordinates, and secures venues for social events such as team picnics, team parties, and parent meetings. Responsible for social media by posting current and relevant information to Facebook and Twitter to generate interest and foster team spirit and communication.
- **Public Relations:** Develop media relationships and contacts. Coordinate media coverage with Program Director, Membership Chair and or Board of Directors. Writes press releases. Board of Director President must approve all press releases and or information regarding the Club released to the public. Support niches include photography, newsletters, archiving, social media maintenance, etc.
- **Regatta Planning Logistics:** Works with Regatta chair to coordinate all aspects of team regatta planning, including team travel arrangements such as air/ground transportation, lodging and restaurant reservations.
- **Regatta Hospitality:** Responsible for planning within coach nutrition guidelines, purchasing, and packing all food items needed for all regattas. May need to store some items at their house, (coolers, hospitality bins, etc). If not traveling with team to regatta, prepares instructions for Head Chaperone for meals to be served each day.
- **Regatta Support:** May need to store TJC regatta support equipment (tents, banners, flags, signs, tarps, tables, etc.). Assists coaches and the Regatta Chair.
- **Regatta Travel:** Drive vans to and from out of town regattas, chaperones rowers, etc.
- **TRA Representative:** Attends all TRA (Tempe Rowing Association) meetings and makes a report to the Regatta chair.
- **Apparel:** Responsible for coordinating the ordering and delivery of approved uniforms and other racing/travel items as well as designing / ordering any spirit wear.

Questions?

Send us your feedback, ideas, questions, concerns and/or suggestions, especially those that help improve and streamline communication. You may also want to contact others:

- rykrch@outlook.com (Goes to Coach Ryan. Send program- and coaching-related inquiries here.)
- Regatta@tempejuniorcrew.org (Goes to Regatta Chair. Send regatta-related inquiries, particularly those focused on scheduling and/or trip logistics here.)
- Membership@tempejuniorcrew.org (Goes to Membership Chair. Send inquiries about membership fees, completion, deadlines, payments, etc. here.)
- Chair@tempejuniorcrew.org (Goes to the President of the Board of Directors. Send capital- or policy-related inquiries here.)
- Volunteer@tempejuniorcrew.org (Goes to Volunteer Chair. Send requests to perform duties and to report hours worked.) This position is not currently filled.

Regatta Protocols

TRAVEL REGATTA OPPORTUNITIES-OPTIONAL

This year TJC hopes to expand the number of regattas team members attend during both fall and spring seasons. The regattas will require travel beyond Arizona and California and will be open only to regatta-eligible (on-time submission of permission slips and payments) Junior Varsity and Varsity Program athletes who also demonstrate performance- and behavior-related readiness, including:

- ✓ Being team players who consistently show respect for coaches and fellow athletes
- ✓ Achieving required TJC fitness standard for 5K and 2K erg scores and physical requirements.

GENERAL INFORMATION

- Committing to regattas on the permission slip tells the coaches who they can put into boats for that regatta. Be sure to check the dates of the regattas (on the permission slip provided by the Regatta Chair), and plan accordingly.
- Parents support the crew on Regatta days by donating food/beverages as needed. Families volunteer and/or may be assigned specific regatta(s) and/or specific item(s) to donate.
- Team members travel together to regattas either by bus, van or plane. Chaperones are required.
- A travel dress code may be enforced.
- The Program Director is in charge of discipline on the trip. (Dress code, Code of Conduct, curfew, rooming, team meetings or any other event-specific rules). Rowers will be disciplined at the Program Director's discretion.
- Rowers/coxswains are expected to exhibit the highest standard of sportsmanship and support for the team at competitions.
- Rowers/coxswains must wear their uniforms and arrive at the race location at a specific time set by the coach. **Punctuality is critical.** Regatta participants are responsible for "rigging" the boats at the regatta and for de-rigging the boats after the event.

Boat Selection

OVERVIEW OF BOAT AND SEAT SELECTION

TJC coaches consider many factors when determining a rower's boat and seat assignment. The goal of the TJC Rowing program is to field highly competitive boats by assessing each rower (and coxswain, as appropriate)

ABOUT SELECTION PROCESSES

Rowing is a competitive and athletically challenging sport. It is the goal of the coaching staff to provide a positive experience for all while also fielding the most competitive boats possible. "Positive experience" does not mean that practice and racing should be primarily social activities. The training effort of each rower has one goal: to compete successfully and with integrity as a team. Sometimes we will reach those goals and sometimes we will not. Our success is not determined by the place we finish, but by the effort and work ethic used in the attempt. Seats in boats will be assigned with this in mind.

We attempt to race boats in Varsity, Junior Varsity, Novice, and Lightweight classifications. Attendance at some races will be reserved for boats the coaching staff feels can compete.

BOAT LINEUP SELECTION

Recommendations for boat lineups will be based on, but not limited to open trials (seat racing), attendance, coachability, ergometer (rowing machine) scores, and/or results from competitive regattas. The athlete's ability to meet or exceed athletic qualities defined in the **Boat Selection Criteria** will also be considered.

SEAT RANKING

1. All TJC athletes will sign and submit a letter of intent agreeing to the selection guidelines at the start of the season. (*Travel regatta eligibility also depends upon the rower's program and whether rowers have returned their regatta permission slips and checks by the deadline as per Regatta Chair requests*).
2. Rowers will take regular 2000-meter ergometer (erg) tests; scores will be recorded.
3. Small boat trials in singles will be included as part of seat racing.
4. Rowers may be asked to confidentially rank everyone but him/herself, and give the list to the coach before the final grid is set
5. Small boat seat racing may be part of the matrix of seat races used for final ranking.
6. Coaches will review the results of seat races directly with rowers. Rower will be advised during this process about what they need to improve their performance score for the next boat selection process.

Boat Selection Criteria:

Boat selection recommendations will be based on the following considerations for each rower:

- a) **Technical Rowing Ability**
- b) **Coachability**
- c) **Physical Traits**
- d) **Attendance**
- e) **Ergometer Testing Results**

Additional criteria are outlined as follows:

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| <p>Technical Rowing Ability:</p> <ul style="list-style-type: none">✓ Body position and posture in the boat✓ Blade work/oar control✓ Ability to match others✓ Ability to adapt technique✓ Side of boat (Port or Starboard) <p>Coachability:</p> <ul style="list-style-type: none">✓ Being open to receiving constructive criticism about technique✓ Making the effort to correct errors the coach has pointed out to the athlete. <p>ERG Test Results:</p> <p>A fast time on an ERG does not necessarily carry over to boat speed on the water. ERG test results do provide some information about a rower's</p> <ul style="list-style-type: none">✓ Physical conditioning✓ Innate desire✓ Mental toughness. <p>The ERG only knows how hard and for how long the rower is pulling. It is only when the rower is on the water that an athlete's all-important boat-moving ability is exhibited.</p> <p>We use erg scores as only ONE of the criteria for boat selection. Once minimum standards are met for a boat category, weight adjusted erg scores will be used to select qualifying rowers to continue in the selection process. The Concept 2 Weight Adjustment Calculator will be used for this process. It can be found at: http://www.concept2.com/us/interactive/calculators/weight_adjustment.asp</p> | <p>Physical Traits:</p> <ul style="list-style-type: none">✓ Experience Level✓ Capacity for work and performance✓ Training Status (Fitness level)✓ Health status (injuries, physical limitations)✓ Athlete's rate of recovery✓)✓ Flexibility <p>Attendance:</p> <ul style="list-style-type: none">✓ See attendance policy |
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Tempe Junior Crew Fitness Standards

Tempe Junior Crew has minimum fitness standards for all rowers to compete in an increasingly competitive sport. To remain viable, TJC's roster must be filled with rowers who are serious and dedicated to doing their best in competition—rowers whose habits, character and training behaviors reflect their commitment.

Athletes who do not meet minimum standards for the junior varsity and varsity travel teams may be considered part of the novice squad for purposes of developing strength, endurance and athleticism.

Rowing is a physically demanding sport. A rowers' levels of physical fitness determine much of his or her success, and ergometer scores best reflect the physical preparedness of a rower. As a benchmark, elite heavyweight high school male rowers generally score between 6:20 and 6:35 min. on a 2K Erg Test.

TJC's competitive standards are outlined as follows:

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| <p>Varsity Men's Boats To be considered for Varsity Boats, rowers must meet these minimum standards:</p> <p>Minimum Erg Scores: 6,000 meters in under 26:00 min.* (22-23 min.) 2,000 meters in under 7:28 min.* (6:10-6:50 min.)</p> <p>Other standards: Ability to lift 50 pounds over head 35 sit-ups in less than 2 minutes 5 pull-ups or 17 second bent arm hang</p> <p>Novice & Junior Varsity Men Men who do not meet the Varsity boat will be considered Junior Varsity.</p> <p>Travel Regatta Qualification To make travel worthwhile competitors must meet these minimum physical standards:</p> <p>Varsity Men's Minimum Erg Scores: 6,000 meters under 28:00 minutes 2,000 meters under 8:00 minutes</p> <p>Other standards: Ability to lift 50 pounds overhead 35 sit-ups in less than 2:00 minutes</p> <p>Minimum Men To be considered a member of Tempe Junior Crew (TJC), a rower must meet or make a conscientious effort to attain these minimum standards.</p> <p>Minimum Erg Scores: 6,000 meters under 28:30 minutes 2,000 meters under 9:00 minutes</p> <p>Other standards: Ability to lift 35 pounds overhead 25 sit-ups in less than 2 minutes</p> | <p>Varsity Women's Boats To be considered for Varsity Boats a rower must meet these minimum standards:</p> <p>Minimum Erg Scores (ideal scores): 6,000 meters under 26:30 min. *(24-25 min.) 2,000 meters under 8:38 min. *(7:10-7:50 min)</p> <p>Other standards: Ability to lift 45 pounds overhead 30 sit-ups in less than 2 minutes</p> <p>Novice & Junior Varsity Women Women who do not make the Varsity boat will be considered Junior Varsity.</p> <p>Travel Regatta Qualification To make travel worthwhile competitors must meet these minimum physical standards:</p> <p>Varsity Women's Minimum Erg Scores: 6,000 meters under 28:00 minutes 2,000 meters under 9:00 minutes</p> <p>Other standards: Ability to lift 35 pounds overhead 25 sit-ups in less than 2:00 minutes</p> <p>Minimum Women To be considered a member of Tempe Junior Crew (TJC), a rower must meet or make a conscientious effort to attain these minimum standards.</p> <p>Minimum Erg Scores: 6,000 meters under 29:00 minutes 2,000 meters under 9:30 minutes</p> <p>Other standards: Ability to lift 35 pounds over head 20 sit-ups in less than 2:00 minute</p> |
|---|---|

***NOTE!** Athletes may still be considered for the novice crew even if they don't achieve the identified Performance Standards. Rowers not meeting Minimum Standard will be evaluated by coaching staff and Boat Selection Committee.

Reality Check / Do you have what it takes?

| Junior National Team Development Camp Nomination: | Silver Medal at a local regatta: |
|---|---|
| <p>Jr. Men</p> <p><input type="checkbox"/> 6,000 meters - 22:00 minutes</p> <p><input type="checkbox"/> 2,000 meters - 6:35 minutes</p> <p>Jr. Women</p> <p><input type="checkbox"/> 6,000 meters - 25:00 minutes</p> <p><input type="checkbox"/> 2,000 meters - 7:32 minutes</p> | <p>Jr. Men</p> <p><input type="checkbox"/> 6,000 meters - 23:45 minutes</p> <p><input type="checkbox"/> 2,000 meters - 7:15 minutes</p> <p>Jr. Women</p> <p><input type="checkbox"/> 6,000 meters - 26:00 minutes</p> <p><input type="checkbox"/> 2,000 meters - 8:10 minutes</p> |
| Gold Medal at a local regatta: | Regatta Tee Shirt (a realistic chance of making the travel team): |
| <p>Jr. Men</p> <p><input type="checkbox"/> 6,000 meters - 23:00 minutes</p> <p><input type="checkbox"/> 2,000 meters - 6:50 minutes</p> <p>Jr. Women</p> <p><input type="checkbox"/> 6,000 meters - 25:30 minutes</p> <p><input type="checkbox"/> 2,000 meters - 7:50 minutes</p> | <p>Jr. Men</p> <p><input type="checkbox"/> 6,000 meters - 26:25 minutes</p> <p><input type="checkbox"/> 2,000 meters - 7:30 minutes</p> <p>Jr. Women</p> <p><input type="checkbox"/> 6,000 meters - 28:00 minutes</p> <p><input type="checkbox"/> 2,000 meters - 8:15 minutes</p> |

Participation

Bring These Things with You to Practice Every Day.

- **Water!** (32-64 oz.). The heat and desert climate require you to stay hydrated at all times. Athletes will not be allowed to practice if they don't bring water. We recommend ice in the water bottles during hotter months and electrolytes at all times
- **Snack/fuel** – Eat something nutritious before and after practice—good food fuels the body. (Coaches will go over this in more detail at practice.) We recommend liquid protein drinks consumed within 20 mins of ending practice to speed recovery and to rehydrate.
- Sunglasses or hat
- Sunblock
- Tight clothing (appropriate for practice venue; avoid getting clothes stuck in ergs/boat slides)
- A watch
- Tennis shoes and flip flops every day!!!
- Appropriate athletic gear
- **Notebook** and something to write with (to log your progress over time)
- **Good attitudes!**

IF you do not bring water to practice on lake days, THEN you will not be allowed to row.

- If you do not drive yourself to practice, a parent will be called to pick you up from the boathouse location.
- This will count as an unexcused absence on your attendance record.

Arrive on time **PLEASE NOTE! "Arrive on time" includes a caveat to be safe at all times! Use your head:** Don't speed or run red lights, and never text while driving! If you are running late to practice AND you haven't yet contacted the coach, **PULL YOUR CAR OVER to text.** We need everyone on the

team, and we always want you to be safe and sound.

Be Prepared for Weather (Use this All-Purpose Gear List):

Daily Practice Staples:

- Good running shoes.
- Old sneakers/flip-flops.
- Filled water bottle (no water available at the boathouse.)
- Towel (to wipe off after practice).
- Extra pair of socks / extra clothes to replace wet clothes – optional.

In Warm Conditions:

- Baseball cap/wicking cap/visor/headband
- Sunglasses
- Close-fitting spandex shorts or unisuit
- Cotton, dry-fit, or cool max T-shirt
- Sunscreen

In Cold Conditions:

- Winter hat
- Lined, long spandex or close-fitting fleece/lined athletic pants
- Dry-fit or moisture-wicking inner layer (polypropylene, cool max)
- Waterproof or water-resistant jacket (shells work better than large bulky jackets)
- Fleece vest or jacket
- Warm socks – polypro, fleece or warm wool socks
- Sunscreen

Bring a Good attitude with you every day.

- ✓ Treat coaches with respect
- ✓ Respect the workout: Coaches will set up drills for each practice that are **not to be altered by athletes**.
- ✓ Athletes will be kind and courteous to their teammates and not criticize or put down others on the team. *(TJC's success relies on effective teamwork, and divisive behavior is negative, and will not be tolerated. Athletes demonstrating this behavior will be dismissed from Tempe Junior Crew.)*
- ✓ Athletes will support, cheer and encourage other members of their team during regattas.
- ✓ Student athletes will respect themselves by following the TJC Code of Conduct and maintaining good academic standing
- ✓ Athletes will demonstrate verbal courtesy to others and refrain from using foul language (curse words) and other language referencing any kind of drug.

Know Your Practice Schedule, and Keep in Touch with Coaches

TJC's practice schedule and workout rhythm for the season is loaded on the TJC website calendar. Details are provided at practice, and venue changes are broadcast as soon as they are available—and sometimes that means at the very last minute (think sudden storms). Check in!

- **TJC's Website:** <https://tempejuniorcrew.org/>
- **TJC on Twitter:** [@tempejuniorcrew](https://twitter.com/tempejuniorcrew)
- **TJC on Instagram:** [@tempejuniorcrew](https://www.instagram.com/tempejuniorcrew)
- **TJC on Facebook:** [facebook.com/tempejuniorcrew](https://www.facebook.com/tempejuniorcrew)
- **Coaches email:** rykrch@outlook.com

Keep in touch with coaches, enlist and be a fellow teammate that helps keep things and people on task and on time. Be sure to subscribe to the TJC Twitter feed and Facebook page to stay updated with the latest news. As the season progresses, also check your phone for texts.

Communicating with Coaches is Key. Rowers who arrive late without prior contact with coaches will be “extra” rowers that day; seats and boats will already have been assigned.

Regular Weekday workouts begin promptly at 4:00 PM or 4:15 PM depending on whether they are land or water practices. Land practices are 4:15-5:45 PM and water practices are 4:00-6:30 PM for 10-Day trial, Novice, Junior Varsity, and Varsity Rowers.

- Land days and water practice days are TBD
- Arrive early, and focus on getting things going quickly
 - Bring enough water every day! (IMPORTANT!)
 - Come dressed appropriately for weather/practice

Attendance Policy

A successful rowing program requires a serious and sustained commitment from each athlete. Regular attendance is critical to this success and parents should assist the athletes in prioritizing this commitment.

- **Unexplained absences and habitual tardiness make water practices unmanageable.** Attendance is taken daily by texting your captains before 3:45 PM. You must text them prior to this time to let them know you will or will not be there or you will not be placed in a line-up for that practice and sent home. Text your captain if you will be more than 10 mins late. Captains may not be present at some Novice and 10 Day Trial Rower practice. These rowers need to text the Novice Team Coaches by 3:45 if they will be there or not and or if they will be more than 10 mins late. Rowers more than 15 mins late without an excuse will not be boated.

Please make every effort to not schedule appointments the week before regattas.

Coaches consider regular attendance when making boat lineups. One person's absence may prevent three other people from practicing (or competing). If coaches cannot adequately prepare for the absenteeism, this is detrimental not just to other rowers, but the team.

Excused Absences

Each athlete must attend every practice unless she is ill or injured, attending a mandatory academic function, or taking a college-entrance exam (SAT/ACT/PSAT). All other absences are considered "unexcused." (Athletes are urged to make every effort to schedule retreats and standardized tests at times that do not conflict with practices or regattas.)

In case of an emergency, the coaches need to be contacted as soon as possible.

Practice times cannot be adjusted to accommodate individual schedules.

Unexcused Absences

Coaches understand that from time to time family emergencies do arise, **but** scheduled appointments (dentist, doctor, etc.) or other discretionary activities (family trips, college visits, etc.) may be considered unexcused, **which can affect your place in the crew.** Detention for any reason reflects a breach of the TJC Code of Conduct, and will be considered an unexcused absence.

- **Varsity rowers may not miss more than 2 practices a month.**
- **JV and Novice rowers may not miss more than 4 practices a month**

Consequences:

1. After two (2) Varsity unexcused absences, or four (4) JV/Novice, an athlete may be placed on probation.
2. ***Missing a regatta without prior notice is cause for dismissal from the team.***

Practice is Mandatory — Attendance will be taken every day

- **If you are sick, injured, or have a valid, school-related conflict, contact your captain and you may also contact your coach if needed.** Exceptions may be made by the coach. Any known and/or anticipated absences/conflicts must be reported directly to coaches and captains, preferably well in advance of the event.
- **Get to practice on time, and 10+ minutes early is on time.** Please do not engage in risky behaviors (speeding, red-light running, etc.) to get to practice on time! If you're running late, please just text the captains ASAP—as long as it's safe for you to do so.
- **Rowers are responsible for managing practice schedules and transportation.** No athlete will be allowed to leave practice until all equipment has been put away properly and rowers have been dismissed by the coach. If an athlete must leave early, it must be cleared in advance by the coach.

A Knowledgeable Rower is a Safe Rower

USRowing provides a wealth of safety-related information, including equipment and procedural checklists and training preparedness tips. Every rower must be familiar with equipment, rowing, and general safety, and particularly aware of the signs and risks of dehydration and hypothermia. Coaches will provide a boathouse orientation and review safety information during the first week of the TJC season. For additional detail and future reference, check out USRowing resources:

- <http://www.usrowing.org/safety/>

Practice Good Boatmanship and Maintain Equipment

This policy is in place to preserve the integrity and longevity of the equipment, and ensure the race worthiness of Tempe Junior Crew equipment for all participants for the purpose of practicing and racing in safe and competitive boats. Boat assignments and usage will be determined by coaches' discretion based on an athlete's ability to safely control, maneuver, carry, and maintain rowing equipment.

Please note that even though equipment may be available, it may be beyond an athlete's ability to meet the minimum physical requirements or boatmanship criteria necessary to use that equipment.

Such an athlete may be required to practice in designated novice equipment, or improve their rowing stroke, or physical fitness on stationary ergometers until the safety criteria is met.

Equipment Access by Level

Coaches will designate the boats and oars to be used by rowers.

Boatmanship/Maintenance Skills Required

- ✓ Ability to safely and efficiently carry rowing shell to the lake, and returning to the boathouse either sharing the load with fellow crew members, or by their self.
- ✓ Safely enter and exit rowing shell from boat beach and city dock.
- ✓ Demonstrate ability to quickly return to boat beach and exit craft without damaging boat when other boats are present.
- ✓ Safely and efficiently back a rowing shell.
- ✓ Turn rowing shell within its own length (river turn).
- ✓ Demonstrate the ability to safely and efficiently re-enter a rowing shell after falling out in deep water without damaging equipment and inflicting injury to yourself.

Equipment care:

- ✓ Removal of boats from racks must be done with the utmost care. Failure to do so will result in loss of all rowing privileges.
- ✓ Get help to remove / replace boats which are placed on the top racks.
- ✓ Clean the boats with sponges and rinse the top and bottom of the boats.
- ✓ Boats should be strapped down tight and the metal clasp should not be touching the hull of the boat.

Preflight checklist before you go out on the water:

- ✓ Check oarlocks are set in the correct position. *Coaches will determine the correct positions for each boat.*
- ✓ Put the equipment in where it belongs. Because we share the boathouse, it is critical we check for their correct positioning every day!
- ✓ Check that your seat works and that the rails are clean. Every day!
- ✓ Check the nuts and bolts around your rigger, oar locks and foot stretchers and make sure that they are secure.
- ✓ Make sure there is a bow ball on the bow.
- ✓ Check that the skeg is straight and solidly attached to the bottom of the boat.
- ✓ Make sure your shoes have heel ties that limit motion of the heel to no more than 3 finger widths ABOVE THE BOTTOM OF THE FOOT STRETCHER and that they have a quick release strap or tie. THESE ARE CRITICALLY IMPORTANT TO QUICKLY RELEASE YOUR FEET FROM THE BOAT IN CASE A BOAT FLIPS. CHECKING THESE DAILY BEFORE A BOAT GOES OUT COULD SAVE YOUR LIFE OR THE LIFE OF A TEAMMATE.

Regattas and Trailer Loading:

All team members are responsible for de-rigging and loading the trailer prior to regattas and unloading and re-rigging the boats after regattas. It is very important you do not leave a regatta or trailer loading until all work is done and the coaches have dismissed you.

Code of Conduct for TJC Athletes

Participation in a competitive crew program demands fitness, determination, strength and a competitive instinct. It bestows friendship, camaraderie, and an enormous sense of teamwork. Participating in TJC programs is a privilege, and all participants must abide by established club rules and policies to remain in good standing with the club. It is with this in mind that the following rules and policies have been established.

Should ANY actions occur that contravene any portion of the TJC Code of Conduct, discredit TJC, conflict with the values of the team, and/or otherwise undermine the mission of TJC, the athlete in question may be subject to disciplinary action and penalties as outlined below.

TJC's Position on Alcohol, Illegal Drugs and Tobacco

The use, possession or distribution of any of these substances by TJC athletes is in direct violation of local, state and federal laws. Use, distribution or possession of these substances by athletes participating in any TJC event – whether it is during practice, a regatta, regatta travel, or other TJC-sponsored event – is strictly prohibited.

Every effort should also be made by members to avoid guilt by association. Associating with members and/or others who willfully violate the letter and spirit of the TJC Code of Conduct expose themselves to the appearance of guilt by association, which can result in disciplinary action equal to the initiator of the violation.

General Rules (All Members)

1. Will pay required dues, travel fees, and uniform fees on time.
2. Will certify that, before participation, they have attained the minimum level of ability in swimming as indicated in the application form.
3. Will be responsible for the proper care and use of equipment. Any equipment willfully or negligently damaged or lost will be paid for by the member. The removal of any equipment from the boatyard without the prior coach approval is forbidden.
4. Will respect authority. This includes the authority of the coaches, chaperones, and other personnel.
5. Will conduct themselves with decorum and good sense. They will behave courteously and considerately, and refrain from vulgar language.
6. They will treat others with respect and dignity regardless of their program affiliation. This applies to all interactions: face-to-face and in social media.
7. Will demonstrate support for coaches and fellow rowers, and show team spirit for all Tempe Junior Crew events and competitions.
8. Are aware that possessing, using, or acting under the influence of any Illegal Drugs, Alcohol or Tobacco is unacceptable and will not be tolerated.

Practice Rules (All Members)

1. Understand that practice is mandatory. Agree to be on time to all practices.
2. Will report any known/anticipated absences/conflicts directly to the captains in advance. Communication should occur between captains and athletes, not coaches and parents.
3. Will come to practice prepared mentally, physically and emotionally to work hard, and not settle for anything less than their best.
4. Will bring plenty of drinking water and make sure to eat something nutritious before and after practice.

Travel Rules & Policies (All Traveling Team Members)

1. Will complete and turn in all appropriate forms and waivers prior to travel. Failure to complete forms or provide payment by the deadline will impact the rower's eligibility and impact trip plans. Failure to complete forms or provide payment by the departure date will exclude the rower from the trip.
2. Will be responsible for knowing the schedule for the day/trip once an itinerary has been distributed.
3. Will travel with the TJC team on the pre-approved bus or airline service to and from all TJC sanctioned events.
4. Will be safety conscious when traveling in vehicles. Seatbelts must be worn while traveling in any vehicle during program-sponsored events. Horseplay will not be tolerated in vehicles, and noise must be kept at a reasonable level.
5. Will present a written request to the Program Director two weeks in advance of an event if an athlete wants permission to pursue alternate travel plans. The athlete understands that the alternate plans must involve travel with the rower's parent(s) or approved alternate responsible adult. If an athlete abuses the privilege to travel, it will be revoked.
6. Will be present and punctual for all team functions on the trip (i.e. meetings, meals, departures, practices, etc.).
7. Will inform the coach(es) and/or chaperones of their whereabouts at all times.
8. Will use a "buddy system" when traveling. Each athlete should have at least one buddy.
9. Will refrain from mixing of genders in rooms when traveling, unless a chaperone is present. Any violation of this policy may result in the rower being sent home at the rower(s)' or parents' expense.

Disciplinary Procedures

THE PROGRAM DIRECTOR AND BOARD OF DIRECTORS ARE RESPONSIBLE FOR DISCIPLINARY ACTION.

MINOR ISSUES:

Defined as: Day-to-day issues; occurrences that do not cause serious harm or injury to him/herself or others.

Discipline procedure is as follows:

- All minor issues are to be handled and resolved by the attending TJC team coaches.
- If they are unable to resolve it satisfactorily within a reasonable time, parent notification will be the next step toward resolution.

MAJOR ISSUES:

Defined as: Any act causing serious harm or injury; drug / alcohol / tobacco issues; gross insubordination; any illegal act; any other act deemed -- by a coach or other observer -- to impugn club reputation or community standing; any act that would jeopardize the health, safety or welfare of the athlete him/herself, and/or others.

Discipline procedure is as follows:

- a. All major issues are to be reported immediately to the Program Director.
 - **Potential disciplinary action may include a period of suspension and/or a rower's expulsion from the team.**
- b. If an incident requires immediate medical attention to a rower, the coaching staff or nearest cell phone owner should call 911 and then, as soon as practicable, the athlete's parents.
- c. The Program Director will then immediately contact the Board President.

Range of Disciplinary Actions

Potential disciplinary action may include a period of suspension and/or a rower's expulsion from the team. Discipline is meted out at the discretion of the Program Director. The following are potential consequences for not adhering to the TJC Code of Conduct.

- First Offense: One (1) week suspension from all on and off-water TJC-sponsored activities, and suspension from next regatta (at Program Director's discretion)
- Second Offense: Two (2) week suspension from all on and off-water TJC sponsored activities, and suspension from next regatta (at Program Director's discretion)
- Third Offense: Dismissal from TJC, with the authority for re-application to the club the following year solely at the discretion of the Program Director. An athlete dismissed from the team for Code of Conduct violation shall forfeit all fees (dues, travel deposits, apparel, etc.) held by the club at time of dismissal.

Appeals

Appeals from any disciplinary action imposed for any violation of the TJC Code of Conduct should be directed to the TJC Board of Directors President. The President will evaluate the appeal and after consultation with a quorum of the Board of Directors, will render a final decision. The President shall act on behalf of the TJC Board of Directors, and any change the President makes to the disciplinary action determined by the Committee shall be final.