



The Making of a Team Member 2023-24

CSC Team will succeed in training, healthy competition, and life with our passion, knowledge, and love for gymnastics.

Approved for use. Last update 8.11.23 cdb

This packet contains information for the new and current athlete participating on any of our competitive gymnastics teams. Our CSC website https://www.calsportscenter.com/competitive_teams/ has contacts, updates, team documents, competition & event calendars, parent & athlete education, and links to partners and governing gymnastics organizations. We hope you find this helpful.

BEFORE joining a competitive team: review this document, visit our Teams Page on the CSC website, ask the front desk about additional registration forms and documentation, and make sure meet the associated Head Coach and confirm your start date.

In entering team training, you understand and agree to work together with your coaches, gym site, and CSC's Directors to meet the obligations outlined by this document – whether related to training or competition.

Understand further that California Sports Center must adhere to all the rules and obligations set by the National Governing Bodies and other formal organizations we are members of.

Most athletes will move up onto team from within CSC's own programs. If you are moving to CSC with previous competitive experience, the Head Coach of the program will complete an evaluation to determine your level. Our goal is to help you understand the information necessary to have a successful experience on our team. All parents or legal guardians must attend Team Parent meetings when required and we welcome all questions. Our hope is that there are little or no surprises. Welcome to CSC Teams!

An Introduction to Competitive Gymnastics

CSC Teams compete under one of two governing bodies: USA Gymnastics (USAG) and National Gymnastics Association (NGA). USAG is officially the National Governing Body (NGB) for gymnastics in the U.S. and the gymnasts in this program start competing at a younger age as they progress through the CSC Team Development (TD) program. They begin competing at Level 3 and can be as young as 6 years and train 9 hours per week. Our NGA athletes generally develop from within our recreation program or determine their participation after completing the age requirements in our TD program. NGA competitors begin competition at the "Silver" level and can be as young as 9 years and train fewer hours through their levels. The USAG athletes will be striving and training toward a higher level of skills toward Level 10 and potentially for a Division 1 collegiate scholarship or "Jr. Elite" program. All of our team athletes – USAG and NGA can plan to compete after high school on a Division 2 or 3 Collegiate or Club team. Generally, only Level's 9-10 in the USAG program can vie for a spot on a Division 1 college bound scholarship program.

Our Tumbling & Trampoline (T&T) Team program follows the rules outlined by USAG only.

Learn more about gymnastics on our Teams Page https://www.calsportscenter.com/competitive_teams/

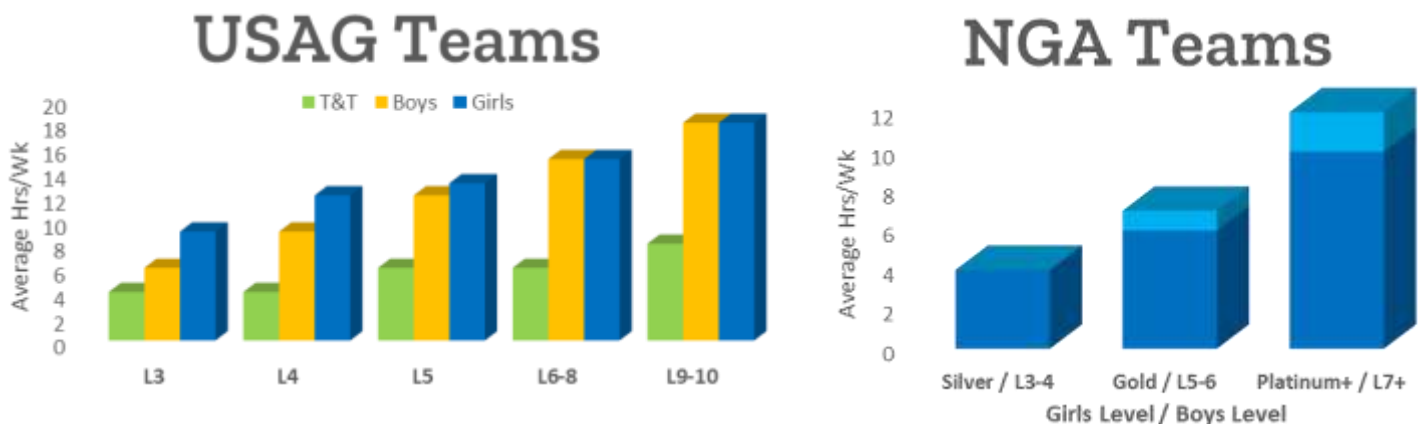
Team Locations, Programs & Levels at CSC:

We train competitive teams at all our locations, and your athlete can progress and compete through several levels at your home CSC location. Ultimately, our highest-level athletes for boys and girls require consolidation.

	Morgan Hill	Great Oaks	Race St.	Cambrianna	Sunnyvale
NGA Teams (NGA) Ages 9+	<ul style="list-style-type: none"> Girls Silver, Gold, Platinum, Diamond 	<ul style="list-style-type: none"> Girls Silver, Gold, Platinum, Diamond 	<ul style="list-style-type: none"> Girls Silver, Gold, Platinum, Diamond Boys Levels 3-6 	<ul style="list-style-type: none"> Girls Silver, Gold, Platinum, Diamond 	<ul style="list-style-type: none"> Girls Silver, Gold (transfer to Race at Platinum)
USA Gymnastics Teams (USAG) Ages 6+	<ul style="list-style-type: none"> Girls Levels 3-5 (transfer to Great Oaks at L6) 	<ul style="list-style-type: none"> Girls Levels 3-5 Girls Levels 6-10 Boys Levels 3-6 Boys Levels 7-10 T&T Girls & Boys Levels 3-7+ 	<ul style="list-style-type: none"> Girls Levels 3-5 Girls Levels 6-10 Boys Levels 3-6 Boys Levels 7-10 	<ul style="list-style-type: none"> Girls Levels 3-4 (transfer to Race at Level 5) 	

Team Training Commitment by Program & Level:

Team programs at every CSC location sets their own training schedules, based on the anticipated total number of athletes, coaches schedules, and competitive groups each season. Most locations training levels the same or similar number of hours per week. You see from the charts below how training hours generally increase by level and how training hours differ for our USAG teams compared to our NGA teams.



CSC's Primary Competitive Seasons:

Depending on your athlete's team program and current level, their competitive season will fall primarily either during the fall or during winter/spring. While the post-season, off-season, and pre-season does not involve formal competition, gymnastics is not a seasonal sport and training occurs year 'round for all team athletes.

	Summer	Fall	Winter	Spring
USA Gymnastics Teams	Compulsory levels preparation & evals. Optional levels choreography & planning. All levels – parent meetings	<ul style="list-style-type: none"> Girls Levels 3-5 (Aug-Nov) Qualified/Invited Boys Future Stars Levels (August - November) 	<ul style="list-style-type: none"> Girls Levels 6-10 (December - May) Boys Levels 3-6 (December - May) Boys Levels 7-10 (December - May) 	
NGA Teams/T&T	<i>Tryouts</i>	<i>Tryouts</i>	<ul style="list-style-type: none"> Girls Silver, Gold, Platinum, Diamond (Jan-June) Boys Levels 3-6 (Dec-April/May) 	

Priorities in Life & Training

Though we are passionate about the sport, we know there is more to life for our athletes and families than just gymnastics. We are aware that gymnastics participation is a journey. It is about growth - physically, mentally, and emotionally. It is about progress, mastery, overcoming challenges. It is about failing and succeeding. It is about becoming a valued teammate, a dedicated learner, and a leader. It is becoming a student of the sport, an expert at something, having your own thing, your own community, and your own “club”. It is about adults looking out for you, teaching you, mentoring you. It is about friends. Ultimately, if you get to your senior year with CSC, gymnastics is a wonderful vehicle for creating healthy young adults. The following are our priorities as the owners, coaches, and staff, and we strive to model them for your athlete. Whenever there is a challenge or a problem, among other things, we will look to the following priorities to work through it:

- **Priority #1 = Family**
- **Priority #2 = Academics (school, science camp, homework, etc.)**
- **Priority #3 = Church, religious, and/or community activities, if engaged in this.**
- **Priority #4 = Gymnastics!**
- **Priority #5 = other sports, activities, school extra-curricular activities, fun with friends/family, etc.**

We recognize that finding a “training/life” balance can be challenging. We want the opportunity to work with our athletes, coaches, and families to make a plan and find that balance.

Support of Your Athlete

As they say, “it takes a village”...Athlete support is a team effort. When balanced, your athlete should feel they know who to go to for their support and care. You should be clear on whom to talk to about your child’s progress vs. their fees or a family situation. If we have not make it clear, please ask!



A Team Coach's Many Roles

- Teacher
- Technician
- Goal Setter
- Mentor
- Communicator
- Cheerleader
- Manager
- Disciplinarian
- Planner
- Supporter
- Organizer
- Motivator
- Politician
- Tireless champion of our sport

Please do your best as a parent to respect and honor these dynamic roles. Obviously, each coach has areas of true strength, and areas that need work and for which we expect continued growth and experience. Your support and feedback is instrumental to our long-term development and success. We collaborate with Positive Coaching Alliance, SHIFT Movement Science, Zen Tiger Mind, and other organizations to help our coaches develop their skill sets as coaches and leaders.

The team coaches at CSC are all part of one business, regardless of the location, the program, or the team name you are on. CSC has five different gymnastics teams and one T&T team - and the many levels of each team. Each location has a Site Manager responsible for the overall operation of the teams and all staffing of the location where your athlete trains. Locations have annual goals they write and work toward and the teams at each location are a part of the many sub goals that your athlete will be a part of in measuring accomplishments. Overall, the expectation is to accomplish the company mission while striving for success in reaching annual goals. We share this so that you understand there will be times that your coaches make decisions that align with company expectations, and/or its site. There are also times that the company will make changes in coaches levels based on our needs. Should you have questions about our overall operations, talk to your coach or reach out to your Site Manager. Both can be reached at the location you train:

- CSC – Great Oaks: Manager - Jessie Dhillon 408-360-9400
- CSC – Race: Manager - Kyra Jackson 408-280-5437
- CSC – Cambrianna: Manager - Anne Souza 408-377-1005
- CSC – Morgan Hill: Manager - Torey Cetani 408-776-0141
- CSC – Sunnyvale: Manager - Michelle Pitts 408-823-8492

Parent Roles

- 1. LOVE & SUPPORT YOUR CHILD. YOU ABSOLUTELY PLAY A CRITICAL ROLE IN YOUR ATHLETE'S SUCCESS, BUT PLEASE DO NOT ATTEMPT TO COACH GYMNASTICS.** Your input could be in direct conflict with the messages, techniques, and training plans of the coaches. You may even be attempting to support the coaches, but this means your athlete does not have an outlet of unconditional support regardless of their mastery and success. Instead, you are simply applying more pressure on your child. What is your role? Help them eat healthy, get enough sleep, get them to and from practices and competitions, support them through the challenges of making commitments and being a good teammate, and doing well in school. Insist on recovery time physically and mentally, listen to them when they want to talk about their gymnastics, and encourage active and open communication with their coaches. We periodically provide parenting “tips” in supporting their athletes. We also offer parent clinics for supporting gymnasts. Also, visit the Team Resources section of our CSC teams’ page on our website at https://www.calsportscenter.com/competitive_teams/. In short – if you have questions or concerns about your child’s gymnastics, take it up with the coach. Send an email or leave a message at the gym and they will get back to you during their non-coaching time.
- 2. COMMUNICATE.** We prefer ‘in person’ for building relationships, and exclusively CSC emails for official communications and responses/decisions. Please use official CSC communication channels. **Do not use private or personal staff phone numbers/emails/texts to communicate directly with coaches.** Should you have a coaches personal phone number for any reason (such as team travel) – please only use it for an

emergency such as when associated with a competition. All other business should be done at the location or via official CSC emails/phones (example: dpeterson@calsportscenter.com), or other company provided resources. **Please discuss with your athletes that they should NEVER have direct communication with their coach outside of training or competition without the parent/guardian involved and/or their Supervisor. Such action is a violation of company policy and of U.S. Safe Sport regulations and could cause a termination if not handled correctly.**

3. **ATTEND REQUIRED MEETINGS.** All parents must attend annual parent meetings when held or as requested by the Head Coach, Team Manager, or Director.
4. **SUPPORT THE PROGRAM & VOLUNTEER.** CSC holds a number of events throughout the year, including intrasquads, holiday parties, the season-end Team Awards, and attend various community events and/or parades. Our most exciting events are National Gymnastics Day (September) and co-hosting a competition at the Santa Clara Convention Center (February.) We would love your help. Assignments are typically voluntary, and we hope all would be willing to assist when asked.
5. **KEEP YOUR ACCOUNT CURRENT.** Susan Esrey is the Office Coordinator for CSC - Race Street in partnership with Michelle Pitts at Sunnyvale. Belinda Wilder is the Office Coordinator for CSC - Cambrianna. Kathy VanEck is the Office Coordinator at CSC – Great Oaks. Isabel Sanchez and Christy Duzac are the contacts at Morgan Hill. Anne Peterson oversees the receivables at all CSC locations. Your Office Coordinator is your friend, and at least financially speaking, only a messenger. If you disagree with, or do not understand a charge, they can help. Remember, a ZERO BALANCE is the goal to avoid unnecessary charges to your accounts, loss of discounts, or a suspension from training.

Attendance

Attendance at all practice sessions (training), competitions (meets), and other special team events is a basic expectation of your coaches. It happens to be true that simply showing up is an important first step in being able to progress, reach your goals, and meet your expectations. Attendance is also one of the factors coaches use in deciding a gymnast's readiness and level of commitment needed to succeed at the next level. Having said this, missing an occasional practice or going on a planned vacation IS NOT going to affect the long-term success of any athlete. They need physical and mental breaks, as do our coaches. The time of year for a break, and whether a competition is coming up, makes a big difference to your coaches and your team. Give your coach as much notice as possible when you will be away from the gym - especially when 'in season'.

On any competitive team at CSC, your athlete is required to attend and pay for training year 'round. We have four planned closure weeks on the CSC Attendance Calendar (12 TERMS; 4 weeks each TERM.) These closure weeks are the best time to plan a week's vacation – except for those weeks that are during some program seasons. Please review this calendar annually. **If you choose to take vacations or miss training for any personal reason, your training fees are still due in full.** This is how we maintain the income needed to pay your coaches, as well as secure the dedicated facility space in use by our programs. If we need to work out an exception due to special circumstances and you do not pay full monthly fees, any "Dedication Discount" you might normally receive, we will suspend your discount for that same period.

Should you anticipate occasional conflicts with your scheduled training times, please inform your coach. However, please remember that neither athletes nor coaches may simply "switch" the outlined days or times of their regular training. There are also no "makeups" for team athletes, though your coaches will work to maintain the average scheduled hours per week for your athlete's level overall.

We also ask that you plan to attend all extra team functions. We try not to plan too many of these. In the event you cannot attend a team function, contact your coach directly. It is always a good idea to put it in writing.

Your coach leads the effort in planning and communicating training and preparations for season, but your fees, meet entries, required forms, etc. MAY also be communicated by others doing administration of the program. Please be sure that your coach receives a note in writing about missing a competition or official event. Include

the coach, Head Coach, the Office Coordinator, and the Site Manager. A verbal to the coach is great, but written is better and assures proper follow up.

On the Team webpage are rolling annual 'Schedules' for each program that includes known and proposed competitions and level details, holidays, closures, special events, and more. We ask our Head Coaches to keep this as current as they know. Parents are encouraged to regularly review the version that applies to your athlete.

Injuries & Attendance. Minor injuries that affect training can happen. Typically, our coaches will want your athlete to maintain regular training hours and the coaches will work with the athlete/parent to adjust the activities to allow for proper healing and rehabilitation, all while in the gym. Fee adjustments may be available for athletes who must pause/reduce training completely for **more than 14 days**. If a reduced training schedule is necessary, the times of training must be reviewed/approved. Any discounts, or credits or account suspensions must be reviewed and approved by Dave Peterson, in consultation with the Head Coach of your program and the Site Manager. At no time should training fees be lower than the lowest level of training hours for your program (DP/NGA/T&T) – **when/if** you are approved by your Dr. to be training in the gym. Discounts associated with your regular monthly fee we will suspend until a return to your level's regular training schedule/fees.

More serious injuries that prevent participation/training completely are not common, but can happen. If your athlete is prevented from training by doctor's orders for an extended period (more than a defined CSC 4 week 'Term'), and you are not dropping from the program, we will suspend payment, and credit accordingly until your athlete is able to safely return. Our goal will always be to see your athlete return 100% to the program and at the level they were in at the time of injury. It is important that coaches be kept in the loop about planned rehabilitation outside the gym, and what might be done inside the gym when a return is allowed. We highly encourage treatment under the guidance of a **sports medicine** clinic, or your doctor. Coaches should be asking, "When and How can we help in a full recovery?" and they will report plans and progress to the Site Manager and Team Director. Once your athlete returns to any amount of training in the gym, fees will be reinstated accordingly. Be advised, the office staff is not approved to make adjustments in fees without written approval.

Assessments will not be lower than the Non-Compete level, to stay 'active' on the team, training with the team in any way.

Missed training due to CSC coach's conflicts. Occasionally our coaches will be unable to attend and coach their regular training times due to conflicts with competition schedules, coaches training, or related business. Every effort will be made by our Site Managers to provide an appropriate substitute coach to cover the regular workout time, but when that cannot happen, practices will either be modified, moved, or cancelled. **No formal makeups or credit will be provided when our coaches are tending to CSC business, enhancing their professional growth, or traveling with our athletes.** Coaches are allowed to extend workouts a bit before or after affected training days, and/or may offer an extra workout occasionally throughout the year (when approved by their Site Manager).

Training Readiness

- ◆ Bring all your gear. We recommend a water bottle and small snack for longer practices (3+ hours)
- ◆ Athletes are to be dressed and ready to participate at the lineup but we advise arriving no earlier than 10 minutes prior to the start of practice.
- ◆ To help improve safety with many cars coming and going at the gyms, we often designate a special team athlete entrance and exit that we expect you to use. Your coach will let you know.

Training Times

Training Times & Fees for each level or class group are available for review at your site. Fees are determined based on the **average** amount of time (hourly) you are in the gym each week and, for competitive purposes, the level of the athlete. Training times change little between September and June each year unless agreed between the athlete, coach and parents (such as a move up in levels.) Summer time offers coaches a few options to modify training times or even add on times while kids are out of school. Your athlete will be invited to move up levels and increase training times when qualified, as determined by your coach. Typically, this happens late Spring or early Summer.

Summer Training

Each summer a coach may choose to modify training times for their teams. The Head Coach is responsible for letting you know about any changes. An adjustment in fees may apply, depending on the nature of training. Generally, when offered, special summer training times start in mid-June and end mid-August.

Private Lessons

Private lessons are an arrangement between the coach and the parent. They are not a part of CSC's regular programming, and we do not allow private lessons as a way to increase the total amount of training hours weekly. Private lessons should have a defined purpose – the “why” should be very clear. You will pay your coach directly, and they get advanced permission and must register/list each lesson as a use of the facility. CSC charges the coach a small fee for the use of the facility. **COACHES ARE NEVER ALLOWED TO BE IN THE GYM ALONE WITH ATHLETES** so you may have to stay in the gym for the entire lesson. We recommend the expectations for the private lesson be outlined in writing between you, the athlete, and the coach prior to getting started. Rates will vary between coaches; however, we recommend coaches charge a **minimum of \$65.00 per lesson**.

Private lessons are not allowed to be held between the hours of 3:00pm and 6:45pm Monday – Friday or from 9:00am to 3:00pm on Saturdays – except during holiday closures. Site Managers may further restrict other days or times. Coaches may be required to cancel or reschedule private lessons at any time, with little or no notice. We do not recommend paying coaches in advance, but rather one lesson at a time.

Competition Readiness – forms required:

General and Team registration forms will be required annually and may be a multi-part process. This includes CSC, the NGB, and other support organizations. What you must do for CSC first is as follows:

- ◆ Read the updated Makings of a Team Member annually.
- ◆ Attend Mandatory Team Parent meetings.
- ◆ Complete the Emergency Contact/Travel waiver form.
- ◆ Read and sign the “Training and Competition Rules and Policies”.
- ◆ Have your athlete complete an annual goals worksheet.

Then you will be helping CSC register your athlete with the competitive organization (USAG or NGA). Your athlete **MUST** be fully registered before competing. When invited, please immediately complete the process! You will be required to review and sign your understanding of the policies set forth for their membership. When complete, you will be an “active” member of our club for the year. Coaches will check the process to be sure you complete all the steps. They are happy to answer any questions you may have.

Uniforms

Uniforms are an additional cost with the program. Uniforms may be used by a team for a single season, or 2 to 3 seasons depending on the manufacturer, plans of the coaches and administrators, and of course your child's growth and level development. All teams will be required to have uniforms in good condition (as defined by the Director and Head Coaches) a full warm up outfit – top & bottom, grips (when required by the coach), current team t-shirt (when available), and CSC team gym bag (various types available). In brief:

- ❖ Uniform “warmups” (jacket and pants) can cost over \$200, plus tax. Warmups are typically the same throughout CSC for a specific program while the competition leotard or bodysuit or other support items may be different for each location and/or team.
- ❖ There are varying costs for all the different clothing required for competitions by each program ranging from \$150.00 to \$500.00 in total annually. Your office staff and coach will provide more information when we begin the sizing process.
- ❖ Payment is required in advance of ordering. We charge taxes on all purchases, at the required rate.
- ❖ **We reserve the right to change/update uniforms from year to year and at any time.**
- ❖ **Coaches/Directors decide on the final fit of the uniform. Parent input is considered, but we discourage oversizing for “future growth”. Uniforms should fit for the current season**
- ❖ The parent is responsible for immediate replacement if not kept in good condition – as determined by the coach and/or a Team Director.

Entry Fees / Clinics / Camps

Trainings and competitions require additional fees. Parents are responsible to pay these fees in advance or as required per information or invoices received. 100% attendance to all competitions (meets) is expected. **Entry fees are paid by CSC to enter competitions often many months in advance, so please provide the office and coach early WRITTEN notification of conflicts to avoid charges.**

If CSC has already paid the entry fee, we will attempt to get a refund for your fee with your cancellation notice. Cancellations, including for injuries and illness, may not be eligible for a refund.

SENIOR ATHLETE BONUS: CSC will pay the entry fee for any graduating high school senior's final competition with CSC when qualified to the Regional Championships or higher.

Traveling as a Team

When going to competitions please try to travel together as a team. Parents will drive individual athletes for a majority of events, but we encourage families to travel together with their coaches and friends as a team. You might caravan with walkie-talkies, or share a large vehicle with at least two adults. US Safe Sport rules and CSC's very strict NBA Policy (Never Be Alone) for coaches or other adults remains the same.

Visitors/Tryouts

CSC occasionally gets visiting athletes from other gyms around the country and the world. Some are our own former athletes who have moved away. In keeping with our hope that you might be allowed to train somewhere when you are on vacation, we want you to know our policy for visitors:

- ❖ We welcome out of area and foreign competitive gymnasts to the gym for a single visit without a charge. When there will be more than one practice, we charge **\$36 per workout after the first visit**. If they are present for regular training (2+ weeks), there is a review with Dave to discuss the opportunity further and its impact on the team. We will prorate regular monthly fee accordingly.
- ❖ **‘Tryouts’ from other local gyms:** CSC will charge **\$36.00 per workout** for any tryout for any level. Tryouts shall not last longer than 3 workouts before a decision must be made to determine level and complete the full registration process.

All visitors/tryouts must be current/active members of USA Gymnastics, NGA, or the equivalent. This helps in identifying their training level. All visitors/tryouts must complete a waiver/registration form before participating. In all cases, the head coach decides what level / group the visitor is allowed to train.

Team Fees - There are five types of training & competition fees:

- 1. Non-Refundable Annual Registrations.**
- 2. Annual Competitive Registrations/Certifications**
- 3. Monthly Training Fees**
- 4. Travel Assessments**
- 5. Uniforms, event entries, & other (explained above)**

1. Non-Refundable Annual Registrations.

- a. **Annual CSC Member Registration – due each year on your original CSC start month.**

2. Annual Competitive Registrations/Certifications – billed in the summer for team athletes.

An annual Team Registration is paid to CSC depending on the program you are in. This fee covers most of the costs (fees and administration) associated with individual athlete and club registrations with local, regional, and national organizations – the governing bodies supporting our teams, athletes, our coaches, and the sport of gymnastics.

- a. **In 2023-24 the CSC Team Registration fee is \$55.00 for boys and girls USAG and T&T.** Families of the USAG programs will also pay separately and directly for athlete registration (individual athlete registration) and will be invited to do so by the coach. Parents must complete this registration process and when required, will be asked to make changes or updates directly with USAG. Your coaches will assist you whenever you ask or need help and they will watch the process to assure it is completed online. You will receive several emails from USA Gymnastics as you go through the process.
- b. **In 2023-24 the CSC Team Registration fee is \$85.00 for NGA.** Families of the NGA programs are fully registered by CSC – club and athlete fees - and are charged accordingly in the annual team registration (a.) There is a paper registration form and waiver required for each athlete. Turn this form into the front desk or your coach when asked to do so.
- c. Please, note that delays in registration can affect our ability to enter competitions. Please act promptly when you receive communications about competitive registrations for competitive season.

3. Monthly Training Fees – See the Office Coordinator or your coach for fees of your level:

The cost of teams is annualized and paid monthly (see “Attendance” above.) Fees are paid throughout the year on a monthly basis for each “term” as per the regular membership agreement with CSC. The Training Fees per level are adjusted as needed, based upon current training requirements, staffing, facility, and general operating expenses. All training fees are based on average hours of training per week. There are 4 weeks in every TERM and 12 TERM’s, or a total of 48 weeks in a year. As previously mentioned, CSC has planned closures equaling 4 weeks each year plus national holidays. During these breaks, athletes may be allowed to train in modified hours for a ‘drop-in’ fee. This fee will be charged to your account for each workout from a daily sign in sheet and be based on the total time planned depending on the level and the coaches planning.

All standard rules and policies of CSC apply to the training fees and other charges to team members.

1. **We require all team parents to use “autopay” for account maintenance.** Ask at the front desk for specific details and safeguards.
2. Monthly Fees will be charged prior to the first of each month using the credit card on file.
3. A 15% sibling discount for fees will apply to the 2nd, 3rd...child for all programs.
4. **A LATE CHARGE OF \$25 WILL BE AUTOMATICALLY APPLIED ON UNPAID BALANCES AND YOU WILL LOSE THE “DEDICATION DISCOUNT” FOR THE MONTH YOU ARE LATE.**
5. Anyone not paid in full will be held out of training and events **PER CSC POLICY**. Coaches will be required to sit the child out when they receive notice from CSC staff/administration.
6. Any reduction/change in an athlete’s “regular” training that causes a reduction in the monthly fee will cause an automatic suspension of the “Dedication Discount”.

4. Travel Assessments

All competitive team members are required to pay a **NON-REFUNDABLE** team travel assessment. This is used to pay all team coaches and administrators for travel expenses related to teams. This fee is charged and paid via your accounts once the schedule is finalized for season. Usually this is completed by the end of July each year. The fee is determined based on several factors including, but not limited to the:

- ❖ Estimated number of competitions in a year and the estimated number of sessions.
- ❖ Estimated number of coaches attending each session.
- ❖ Number of total athletes on each team.
- ❖ Estimated number of clinics, seminars, and conferences attended by team coaches and administrators.
- ❖ Estimated travel expenses related to any of the above (mileage, lodging, air, car rental, meal per diem, training registrations, etc.)

The competition year is from August 1 to July 31 each year for all programs. Therefore, all team fees are due each year as determined and invoiced by CSC. Fees are generally charged and due in the summer/fall – but must be paid in full before the first competition. Although some competition schedules cannot be finalized until later in the fall, CSC is involved enough at all levels to estimate the year ahead. Some things to remember:

- ❑ **These funds do not include any of yours, or your athletes, own travel or uniform expenses.**
- ❑ Assessments are subject to change prior to the end of season, usually due to venue location changes.
- ❑ Unpaid balances will be charged the standard late charge per CSC membership policy.
- ❑ Payment plans are not an available option. If you need to use a different cc than what is on file, please tell us.
- ❑ A 15% sibling discount will apply to the assessments, but shall be applied to the lower cost assessment.
- ❑ If you are designated non-competitor (NC) – training only, then your fee will be a Non-compete assessment of 20% of the planned assessment for your training level.
- ❑ **ALL ASSESSMENTS ARE NON-REFUNDABLE & MUST BE PAID IN FULL PRIOR TO AN ATHLETES FIRST COMPETITION. NO EXCEPTIONS.**
- ❑ **Assessment fees may be prorated for new or returning (injured) athletes.**
- ❑ **Season Assessments generally include:**
 - Different numbers of competition based on the level the athlete has achieved. The higher the level, the more competitions exist to qualify toward. Lower levels generally end at the State level while the highest levels must qualify forward with the opportunity to attend a national championship.
 - There are anywhere from 4-8 competitions each season, which may or may not include:
 - 1 or more ‘travel’ invitational meet, often out of state.
 - 1 State Championship, if qualified
 - 1 Regional Championship, if qualified
 - 1 Western Nationals Championship, if qualified
 - 1 National Championship, if qualified

CSC's Dedication Discount

Dedication Discounts were designed as a “reward program” for our families who consistently train and compete year after year and continue to progress in levels, hours, and fees paid. The discounts are automatically applied to the Term training fees of all active Competitive Gymnastics Team members... “On-time” payment is a condition of the discount (see below rules). Any break in training and competition that reduces regular fees results in a suspension or voids the discount until the team member returns to the regularly scheduled fee level. A “suspension” occurs if absent but still paying monthly and you have paid assessment in that same year. We define a “break” as not paying full assessments per your qualified level and/or leaving the program.

If you leave CSC's team program, your Dedication Dismount will start over at 'Year 1' when you return.

CSC adjusts and recalculates the discounts beginning the month after the full annual assessment charge has been paid. Here are the rules:

1. You must be paying all **regular fees** for your team on time and as required and invoiced by CSC monthly.
2. *When there are discounted/reduced regular fees for Terms, such as for injuries, members do not get the discount until they return to regular training. They do not, however lose their # of years.*
3. **LATE PAYMENTS WILL CAUSE IMMEDIATE FORFEITURE OF THE DISCOUNT EACH MONTH THAT A PAYMENT IS LATE (suspension.)** The discounts will resume once the balance is paid in full. You will not receive any pro-rated amount.
4. Any break (non-payment of a month's fees OR non-payment of assessments) in participation, other than caused by injury and approved by a Director, subjects the member to start over at year #1 (\$0 discount.)
5. A 'non-competitor' paying the minimum assessment and regular monthly fees will simply 'skip' a year (no change.)
6. Those families with discounts at previously approved levels are grandfathered in while still active as long as the training hours have not been reduced.

The discounts are as follows:

- ◆ NEW on Team or a long time member and training less than 6 hrs./wk.* no discount
- ◆ At least in your second Year team and training a minimum 6 hrs./wk.* \$10.00 off monthly fees
 - \$120.00 discount over the year.
- ◆ At least in your third Year and training a minimum 9 hrs./wk.* \$15.00 off monthly fees
 - \$180.00 discount over the year.
- ◆ At least in your fourth Year and training a minimum 12 hrs./wk.* \$20.00 off monthly fees
 - \$240.00 discount over the year.
- ◆ At least in your fifth Year or more and training a minimum 16 hrs./wk.* \$30.00 off monthly fees
 - \$360.00 discount over the year.

*hours per week are based on approved hours of regular monthly team training for the level and does not include temporary add-ons.

Payment of Fees

ALL INVOICES FROM CSC ARE DUE AND PAYABLE ON THE FIRST OF EACH CALENDAR MONTH AND AUTOMATIC PAYMENT IS REQUIRED.

We know you will have questions and there will be confusion about your bill from time to time. Do not hesitate to address your questions directly to the Office Coordinator.

Child/Athlete Safety & Safe Sport

CSC has always been ahead of our industry in the protection of the children we serve. Our NBA policy ("Never Be Alone") is the cornerstone of protection that has been a written/signed policy with staff for over 25 years, along with background checks for new hires that are 18 years or older, and most importantly, thorough reference checks when appropriate (meaning anyone hired that didn't grow up here at CSC.) Our team coaches are required to be active "Professional Members" with USA Gymnastics and complete the Safe Sport certifications also required by the US Center for Safe Sport. We also require all coaching staff to be FA/CPR certified and receive concussion protocol training. We take safety of our athletes very seriously.

Taking time and finding the right way to discuss child abuse with the athletes is also very important. We all can do more – we must do more – to protect and educate all children about abuse, including the signs of abuse and what to do about it. One example, CSC has had a policy with our staff that prohibits social media contact/connection between the staff and unrelated minor aged athletes for years. Parents and athletes must know that such contact is prohibited. This is not an easy policy to enforce without the direct involvement and understanding between the parents, the athletes, and the staff. For example: to help improve the contact between maturing athletes and their coaches any text message from the athlete should be done as a group message to the coach and the athletes parents and the response include a 'reply all' message if necessary. **Essentially, "never be alone" with a minor in conversation or in communication, virtual or otherwise, any more than you would be in the gym during live**

training. Speak up if you become aware of any inappropriate contact. We will do more over the coming years and hope you will join us and keep us informed as involved parents of any concern you have. You can call on Dave or Anne Peterson, the owners of CSC, directly with any concerns about any coach, anytime. 408-269-2777. You can also reach out via email dpeterson@calsportscenter.com.

Academics

CSC believes that successful academics go hand in hand with successful sports participation. Annually at our season-end team recognition ceremony, CSC recognizes its own Honor Roll with a publicly recognized listing of athletes who achieve and maintain a 3.5 GPA, or better. We believe all athletes at CSC should be able to maintain a 3.0 or better. If an athlete drops below that in their reporting, coaches will be interested in understanding why, and what will be done to improve it. If an athlete drops below a 2.0, they shall be suspended from all competitions, and may be required to reduce their training time. We cannot dictate any family's desire to continue allowing the training of their athlete, but we will not allow them recognition with CSC competitively. Coaches should address negative trends in academic performance if they learn about it, and a plan made for correction.

Gymnasts as Coaches

Some of our athletes express a desire to begin coaching while training. CSC is always very excited about such interest, for several reasons.

1. A gymnast who teaches others consistently reinforces correct training.
2. There is no better role model for younger or newer gymnasts than older more experienced ones.
3. CSC has a great **Jr. Coach program** for ages 10-15. Ask your Site Manager for more info.
4. There is always a shortage when it comes to good, experienced, coaches. Clubs around the country are enacting training programs for their teen participants – both team and recreational levels. If you plan to attend college, consider a part-time job than your local gymnastics club or college club program.

Here is the basic Jr. Coaching program:

1. Any gymnast ages of 10-15 may register into the Junior Coach Program. A Jr. Coach will be assigned a mentor coach or leader who will introduce coaching, supervision, and motivational concepts. They will be paired up with an adult coach supporting a class, provided opportunities to learn how to coach, how to apply for a job at 16, and much more.
2. Any gymnast who has completed at least one year of Jr. Coaching and is at least age 16 years of age may apply for a paid position with California Sports Center. Paid positions begin at the minimum wage required by law. A "work permit" from your school is required. This gymnast will be categorized as a 'trainee' and paired up with a lead coach. Summer Camp coaching is a great way to start. Apply online via our website. If you have questions, contact the Site Manager.

Graduating Athletes & Alumni

We do our best to support our graduating athletes in reaching their gymnastic and personal goals, and always recognize their achievements when it comes time to send them out into the world. Let us know how we can best support your athlete as they approach the end of their high school career and their junior competitive status. Letters of recommendation to prospective schools are a standard request, and our coaches and directors are happy to oblige. **Anyone attending an NCAA school must register through the NCAA "Eligibility Center" and should do so before their first year in high school. Check with your Head Coach or Christopher Brown for assistance in this, but you can do it from home.**

College Club Training

Currently two other adult clubs are using our Race Street facilities: Silicon Valley Gymnastics Club twice a week and an SJSU student club on occasion. They are both involved in the NAIGC college club program. Upon graduation, or as an adult staff member, you have the opportunity to join their club to train at CSC. Each program pays CSC a fee to use the facilities so you are required to join their club to use our facilities and train during their scheduled times.

Finished with gymnastics or quitting CSC?

You have come to the end of your gymnastics journey.

Everyone stops competing at some point. Whenever your journey as an athlete comes to end, we hope you will always look fondly and respectfully back at the years involved at CSC. Is there a “best” time to gracefully end a career? Yes! Shortly after the end of a season, after our team awards banquet, as we begin “off season” training.

You have decided to move to another gym.

First, we hope you have spoken with your coach and a director and second, we hope you have considered other CSC gyms. Of course, we understand the possibility that you or your child are not satisfied with decisions CSC has made or experiences we provide. If that is the case, please let us know and we will accept your resignation effective immediately without any further training fees due into the next month. Once you have made your decision, we will accept your departure immediately, and without discussion with other gymnasts or families. We will always wish a departing gymnast well in whatever a family decides, but it is neither in the gymnast’s nor in our best interest to remain at CSC. We do not support formal goodbye events/parties for gymnasts leaving for another local gym. A departure to a distant gym because of a family move is entirely different.

Please review the use of social media with your kids after departure (if not always.)

If you have left us, we recommend you review with your child any communications with their former teammates. Supportive, positive messages of support as friends is right and wonderful. However, comparative analysis, coach/athlete bashing, negative language, or similar is not healthy, nor right. Parents are encouraged to discuss this with their athletes once you have decided to move on whether internally transferring to another CSC site or moving to another gym.

Concerns? Please Communicate!

In today’s youth sports, including gymnastics, we all must do a better job communicating concerns when we have them. Positive and safe coaching is critical to the long-term success of every athlete. If you believe your child is being mistreated or abused in any way – sexually, physically, emotionally, or otherwise – you have an obligation to speak up – if not legally - and report it. Bring it to the attention of the owner, Dave Peterson, via email or phone call. There are also resources directly with USA Gymnastics where reporting abuse is expected. Child Protective Services (CPS) is the primary reporting organization for any known sexual abuse of a minor along with US Safe Sport. USA Gymnastics is the resource for all other types of abuse along with local authorities. We will take immediate steps to investigate and protect the welfare of any athlete. Additional coaches training, possible suspension, or outright termination (followed by further investigation), are all possible consequences.

The most important thing to remember is that doing nothing or saying nothing is not an option. We want to act, engage, protect, educate and otherwise do all we can to protect our athletes.

- a. For general concerns about something you learn of after practice, call the gym and leave a message for the coach to call you at their earliest opportunity – some of you have the direct contact numbers of your primary coach, but as stated above these should only be used in emergency while traveling. **Coaches should never leave a training session for anything but an emergency or planned CSC business, so most issues must wait until the end of the day or until the next day.**
- b. If it is something you are concerned with while observing workout, you should speak with our Customer Service staff or a Manager at the front office. **NEVER** go on the floor directly to address your athlete or the coach.
- c. Remember the “Communication Tetrahedron” outlined under Support of Our Athletes. Athlete – Coach – Parent – Administration. All lines of communication are of equal importance & strength, making it unbreakable. Call or email Dave – office: 408-269-2777; email: dpeterson@calsportscenter.com.

Conclusion

We hope you will join us in accomplishing our overall mission for every team member: Provide the opportunity to become the best you can be at each level you reach. We hope you enjoy a lifetime involvement in the sport. We can only do that if we all work together – athlete, coach, parent, and gym (administrators). Let us know when we fall short in any area. Balancing the priorities listed at the beginning of this document will help accomplish that goal.

Above all things, keep an open line of communication.

For general questions about this document contact your Office Coordinator, Head Coach, Manager, or email Director/Owner Dave Peterson at dpeterson@calsportscenter.com.

Have a great season,

CSC's Directors and Site Managers

CSC's Primary Mission

Providing the opportunity to become the best you can be.

CSC Teams' Mission

CSC Teams will succeed in training, healthy competition, and life with our passion, knowledge, and love for gymnastics.

California Sports Center's Top 4 Priorities

TEACH.

Provide Outstanding Customer Service.

Maintain a Safe, Clean, and Healthy Environment.

Have FUN!