

CLUB CAPTAIN SELECTION POLICY

The Club Captains of Golden Grove Little Athletics Centre (GGLAC) provide an important connection between the GGLAC Committee and the athletes. The Club Captains contribute to the development of the club through supporting athletes and through representing their views within the club to the Committee. GGLAC seeks to appoint Club Captains who will uphold the values of the club and the association motto of family fun and fitness.

At the beginning of each season, GGLAC will look to appoint Club Captains who;

- Display leadership qualities.
- Demonstrates respect for coaches, athletes, club members, officials, volunteers and the wider athletics community.
- Show commitment to honest effort and strive for improving performance.
- Demonstrate pride in GGLAC.
- Act as a good role model for other athletes.
- Applaud good performance and effort from all individuals and clubs regardless of the outcome.
- Uphold and demonstrate the principles of fairness, respect, responsibility and safety.
- Foster friendship, integrity, success, trust, enjoyment, equality, loyalty, opportunity and compassion.

Role and responsibilities of the Club Captain

The role of Club Captain is to provide an important connection between the Committee of GGLAC and its athletes.

Club Captains will have the following responsibilities:

- Provide support and encouragement to athletes.
- Undertake representative duties as requested.
- Develop a rapport with other athletes within the club which enables the athletes to communicate concerns and raise issues.
- Meet and welcome new members.
- Support Club fundraising activities.
- Represent the athletes of the Club at committee meetings, when necessary, to raise issues and provide feedback to the committee as a representative of the athletes of the club.

They will be appointed to the position based on their ability to demonstrate the following behaviours:

- Liaise with and take directions from coaching staff.
- Commitment to be involved in and attend training sessions.
- Regular attendance at Club home meets, away meets and championship events.
- Demonstrate the potential for excellent leadership skills, the ability to develop a rapport with athletes and to lead by example.
- Ability to communicate with other athletes, encourage good conduct and sportsmanship and to acknowledge all athletes' achievements.
- The Club Captains, along with all Club members, are bound by the SALAA Code of Conduct and are expected to abide by these rules at all times.

Process for selection

- The Committee of GGLAC will call for nominations for the following season from eligible athletes after the AGM. To be considered eligible, athletes must;
 - Hold current GGLAC membership,
 - Be in the under 15 age group or above
 - Had continuous membership at the Centre for at least two seasons
 - Have a strong attendance record in the season prior to their application. This includes having attended more than 50% of home meets throughout the season and attended Association and Regional meets
 - Demonstrate excellent behavior, leadership and sportsmanship

Athletes meeting the eligibility criteria will be sent an email asking them to complete the expression of interest form prior to Sept 15th in that year. They will be required to outline how they meet the selection criteria, their interest in the position and how they will be able to fulfil the role of Club Captain. Applications must be hand written and submitted via email to GGR@salaa.org.au.

The committee will review all applications for suitability to the position. The consideration process will consider the quality of the application, the athlete's history with the club, and dedication to the club (volunteering, encouragement of younger athletes, attendance at home, away and championship events). Where the committee cannot come to a decision based on written applications, a panel may be convened to conduct short face-to-face interviews or similar which will assist in the selection process. The panel will consist of the head coach, president, and secretary (members may be excused and replaced with an alternative if there is a conflict of interest). The selection panel will consider the responses from the shortlisted candidates and make a recommendation to the Committee for appointment.

Whilst ideally both a female and male Club Captain would be appointed it could also be that in some years, two captains of the same gender may best fulfil the needs of the club. Alternatively, the Committee may decide to only appoint one Club Captain in any given season.

Voting Process

Any committee member related to any of the applicants will be excluded from the voting process and discussions. They will not receive copies of any applications. All other committee members are required to vote. All applications will be emailed to the voting committee members prior to the September committee meeting. Applications will be discussed at this meeting with all committee members having an opportunity to put forward any additional information they deem to be relevant to the selection process.

Voting will be conducted anonymously by members either during the September meeting or if unable to attend the meeting, votes will be sent by proxy to the most senior voting executive member no more than 48 hours before voting takes place. All committee members eligible to vote will rank the applicants by simple number vote with the number one being the preferred athlete. The two athletes with the lowest number at the end of all votes being counted will be appointed to the captain role. In the event of a tied vote, the tied applicants will be placed back into the survey and another anonymous ranking vote will occur. If the applicants are still tied after this process, the executive committee (President, Vice president, Secretary & Treasurer) and the head coach will anonymously vote for their preferred applicant with the majority vote considered as final. Where there is a conflict of interest, with an executive member or the head coach, they will be replaced with a general committee member.

Once the Committee has approved the appointment, the successful athletes will be personally notified and will be asked to accept the appointment. Before the decision is announced to the rest of the Club members, the unsuccessful applicants must also be informed and provided with feedback. The appointment will be for the duration of the season until the following AGM is held. The successful applicants will have their names engraved on the GGLAC Club Captains Perpetual Shield.

Whilst ideally, we would like to share leadership opportunities amongst athletes, an athlete may be selected for a second season. Unsuccessful applications are encouraged to apply again the following season. The decision of the Committee is final. The GGLAC committee reserve the right to release a club captain from their position based on a majority vote if they are deemed as not meeting the criteria during the season.

Review

This policy will be reviewed annually by the Committee.

Policy developed: Jul 2015

Policy reviewed without change: Jul 2016, Jul 2017, Sep 2019

Policy reviewed, and changes accepted: Sep 2018, Aug 2020, Feb 2021, Dec 2021
Aug 2022

Date for next review: Sep 2023



EXPRESSION OF INTEREST FOR CLUB CAPTAIN

Name: _____

Age Group in the upcoming season: _____

Number of years with GGLAC: _____

Please attach a hand written personal statement of no more than 300 words which addresses the following points:

1. Your history with GGLAC.
2. Why you are applying to be a Club Captain for GGLAC.
3. What qualities you have that would make you a good Club Captain.

Remember to attach your statement, sign below and email all sections to ggr@salaa.org.au by September 15th.

Print name: _____

Sign: _____

Date: _____



CLUB CAPTAIN AGREEMENT

In accepting the role of Club Captain for the _____ (*insert year*) athletics season, I agree to adhere to and follow all GGLAC policies. In relation to my role of Club Captain I acknowledge the following roles and responsibilities as outlined in the Club Captain policy which has been provided to me;

- Display leadership qualities.
- Demonstrates respect for coaches, athletes, club members, officials, volunteers and the wider athletics community.
- Show commitment to honest effort and strive for improving performance.
- Demonstrate pride in GGLAC.
- Act as a good role model for other athletes.
- Applaud good performance and effort from all individuals and clubs regardless of the outcome.
- Uphold and demonstrate the principles of fairness, respect, responsibility and safety.
- Foster friendship, integrity, success, trust, enjoyment, equality, loyalty, opportunity and compassion.
- Liaise with and take directions from coaching staff.
- Commitment to be involved in and attend training sessions.
- Regular attendance at Club home meets, away meets and championship events.
- Demonstrate the potential for excellent leadership skills, the ability to develop a rapport with athletes and to lead by example.
- Ability to communicate with other athletes, encourage good conduct and sportsmanship and to acknowledge all athletic achievements.
- The Club Captains, along with all Club members, are bound by the SALAA Code of Conduct and are expected to abide by these rules at all times.

In signing this agreement, I am acknowledging not only the responsibilities of my role but also that my position may be revoked at any time if I am deemed as not successfully fulfilling the role and the outlined responsibilities.

Signature _____

Signed by _____ (*insert name*)

on _____ (*insert date*)

As parent/guardian of _____ I have read and understood the terms and conditions that my child has agreed to

Signature _____

Signed by _____ (*insert name*)

on _____ (*insert date*)

Accepted by _____ (*insert name*) on behalf of the GGLAC committee on _____ (*insert date*)