

Phoenix Fitness and Training Team Handbook

Effective: November 1 through October 31

Team Contact

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Intent

This document is not intended to cover all situations and questions that may arise. It is designed to form a general framework of expectations and guidelines. Questions should be directed to the Team Director or appropriate team leader.

Team Leadership

Doug Robinson, Owner Phoenix Fitness and Training

Heather Pickey, Owner Phoenix Fitness and Training

Josh Ginsburg, Master's Team Captain

Abel Barrera Duran, U25 Team Captain

Electronic Footprint

Instagram

- Pft_indy
- Theloftindybrip

Twitter

- @PFTIndy
- @theloftindy

Facebook

- @phoenixfitnessandtraining
- @TheLoftIndy
- Phoenix Cycling Team (closed group)

Sponsors

For the 2017/2018 season, Team Phoenix is excited to be partnered with many great sponsors. Whenever possible, we ask that you frequent and support our sponsors who are supporting Team Phoenix.

- The Loft – Providing CompuTrainer discounts
- Mass Ave Family Dentistry – Providing support for Team equipment.
- 51 SpeedShop – Providing a group rate for bike fit services and equipment.
- 20Tap – Providing beer and support for our events
- Kline Chiropractic – Providing support for Team equipment
- TrueSport.com – Providing online exposure
- Sapper and Bates Accounting - Providing corporate support

Membership

Phoenix Fitness and Training is a member of the USA Cycling organization and follows the rules of USA Cycling. Find out more about USA Cycling and register at:

<http://www.usacycling.org/road/>. Our Club Number is 15956.

All members of the Team must complete the current Team Information and Waiver forms.

Membership fee is \$100 for the year.

With membership, there are a number of benefits:

- Access to expert mentors, race strategy development and guided training advice
- Structured team training practices and clinics
- Access to all CompuTrainer workouts at 50% off

Legal Status

Phoenix Fitness and Training is a legal entity in Indiana. Individual team members are required to act in accordance with US, federal and state laws regarding gifts, cash prizes, reimbursements and are responsible for reporting to the US, Federal and state agencies regarding income and gifts.

Expectations

As a member of the Team Phoenix, you are expected to conduct yourself in such a way that will enhance a positive reputation of the club and make the community, our sponsors, our competitors and your teammates proud of your choices and actions. Critical moments for having behavior that is above reproach are when you are training on public roads while following traffic laws, racing with tenacity yet with professionalism and connecting with the racing community when not on the race course.

We want riders on Team Phoenix to be involved in the club and the community.

- Race/Ride – What makes a club great is getting out and participating. Cycling is an activity that is greatly enhanced on many levels when you can share it with teammates. Riding as a team requires everyone to think and act towards a common goal. This, at times, requires riders to race and ride in a supportive role and let others have greater glory. Riders should see the job that needs to be done and fulfil that need to benefit the team. Event opportunities can be things like simply training, crits, road races, time trials, velodrome, cyclocross, gran fondos and mt bike. Phoenix would like them to be concentrated in Indiana and the states immediately adjacent for maximum local exposure.
- Volunteer – There are events that we partner with to support cycling, other endurance events and community activities. The three big volunteer opportunities for Team Phoenix are course marshaling the Speedway Crit for team partner, TrueSport.com, and staffing cheer stations at the Indianapolis Monumental Marathon and the Drumstick Dash. Other opportunities might arise throughout the year and team members are strongly encouraged to participate.
- Recruit – The best way to build a great team is to ask riders to join. Inviting others riders who are looking for a team to ride with is a great way to build the numbers and enhance the experience of being on a bike team.
- Share – Use social media and face to face opportunities to share your experiences and stories with other riders. When online, tag Phoenix Fitness and Training (#pftindy @phoenixfitnessandtraining) and The Loft (#TheLOFTIndy @TheLOFTIndy).

U25 Program

Phoenix Fitness and Training is committed to supporting cycling and developing riders. Starting in 2018, we will start a support program for riders under the age of 25.

- Any rider that is U25 will have the \$100 membership fee waived.
- For collegiate riders, during breaks in the school year, (Fall, Thanksgiving, Winter, Spring) you will have access to the CompuTrainer deck at the Loft for free classes. At all other times, during the year, rides may be purchased at the 50% discount price.
- Seven female riders, of any racing category, will receive a \$151 Team Kit stipend that can be used to purchase one skin suit with a pocket or be used as a credit against the \$190 Jersey/shorts option. Each rider would then pay \$39 out of pocket.
- Seven male riders, of category 3 or higher, will receive a \$151 Team Kit stipend that can be used to purchase one skin suit with a pocket or be used as a credit against the \$180 Jersey/shorts option. Each rider would then pay \$29 out of pocket.
- One week before the spring clothing order closes, if there are any unfilled spots in the U25 roster, the Team Phoenix leadership will determine on a case by case level as to how best allocate the remaining funds.

In addition to the expectations above, all riders accepted in the U25 program will need to fulfil the following requirements to guarantee their good standing on Team Phoenix:

- Race – Each rider shall commit to participating in a minimum 10 events over the calendar year. They should be sanctioned by USAC or another governing body and should be concentrated in Indiana and the states immediately adjacent.

Uniforms and Kits

Each member, upon completing the athlete information form, waiver and paying the membership fee, can order a team kit. This kit, at a minimum, should be worn at all category races and while training as laundry will allow during the week. Additional jerseys and apparel will be available to members the standard cost. Orders will be done through the online store through Pactimo.

Team Communication

Regular team training rides are an important team-building function for our program. Rides will be posted Facebook and generally emailed directly to each member. While many of these rides will be open to the public, some may be for team members only.

Race winnings

Prize money and any cash prizes won at events is the property of the squad that finished the event. The person who placed may keep 50% of the winnings. The other 50% shall be placed into a team pot and split amongst ALL finishers. Our intent is to reward outstanding individual performances while also supporting the team effort in achieving that individual success.

Sponsor Programs and Discounts

In addition to financial support to the Team overall, our sponsors may elect to provide discounts for their goods or services to the Team. This information will be communicated as these programs are negotiated and will be listed in a separate document.

Team Rosters

Team rosters will be published and maintained at www.pftindy.com

Termination of Membership

The Team Director reserves the right to terminate a cyclist's team membership at anytime if reasonable standards are not met, or he/she determines that there has been a breach of trust, or if an act is determined to be detrimental to the program or the organization. Each situation will be reviewed on a case by case basis by the Team leadership. Membership fees, uniforms, and other expenses will not be refunded.

Membership Requirements

All members, in all categories are encouraged to be involved as much as possible. We realize that you may have competing interests. Communicate with your team captain or Director if you are unable to meet these minimum requirements. Refer to the activity schedule below.

I have read this document and agree with each item.

Rider Signature _____

Print Name _____ Date _____

Minor/Guardian Signature _____ Date _____