



ENCORPS
EMBER
WELCOME
PACKAGE



2020/2021

Performing since 1999, the Encorps Winterguard family is a long standing fixture in the Calgary Community. With a combination of challenging equipment and movement skills, and a fun and inviting atmosphere, Encorps inspires our members to push themselves to the limit, enjoy the experience and act as emissaries for the positive benefits of performing arts.



A MULTI-LEVEL PROGRAM WITH A HIGH STANDARD OF EXCELLENCE

ABOUT US

The Spirit of Drum Corps Alumni Association was founded in 1997. The SDCAA is the umbrella organization that oversees Encorps Winterguard. Encorps Winterguard has undergone restructuring, renaming and many additions over the years however the first group was publicly performing in 1999.

Mandate, Mission, Vision, Values, Objectives

	Encorps Winterguard
Mandate	Encorps develops and presents winterguard productions and trains and supports personal and professional growth both for performers and instructors.
Mission	Sponsored by the Spirit of Drum Corps Alumni Association, we exist to create distinctive, theatrical and exciting winterguard programs that allow for people of all ages and skill level to experience the activity. We strive to inspire performers, train instructors and entertain audiences.
Vision	To become a leading innovative winterguard program that is recognized for positive experiences, integrity, accessibility, personal growth and life-long learning.
Values	E ducate, N urture, C ollaborate, O ptimistic, R espectful, P otential, S portsmanship, W elcoming, G enuine
Objectives	Promote the personal and professional benefits of winterguard, provide the opportunity to be inventive and creative, to promote an awareness of the winterguard activity, develop an appreciation for the concepts of fair play, honest competition and good sportsmanship, to develop leadership skills and foster qualities of co-operation, tolerance, consideration, trust and responsibility. Support the community through participation in community events.

EXECUTIVE COMMITTEE, BOARD OF DIRECTORS AND COMMITTEES

The Board of Directors of the Spirit of Drum Corps Alumni Association is the overseer of all activities pertaining to Encorps programs. The BOD duties are available on Charms for your information and if you are interested in sitting on the board or interested in getting involved in any committees please feel free to email the President at sdcaapres@gmail.com

Our Website: www.encorpswg.vpweb.ca

Mailing Address: Suite #341, #132-250 Shawville Blvd SE, Calgary AB T2Y 2Z7

Phone Number: 403 921 4707 (Michelle Ashmore, Executive Director – text or call)

ENCORPS EMBER

Purpose	Focuses on basics on flag, limited movement and possibly other props. Promotes healthy competition, encourages friendships and fun. To perform in exhibition in at the Encorps Showcase and Family Show only.
Eligibility	Suggested age to start: 6 years of age or older
Additional Criteria	Children should be able to work independent of parent; can pay attention in a group setting and follow directions.
Things to Consider	Rehearsals: Sundays 1:30pm-3:30pm
Progression	Members may progress up to the next level once they turn 9.

INSTRUCTORS PHILOSOPHY, DUTIES AND BIOS

“Abby Brack, Lead instructor’s philosophy” – My goal for this group is to create an atmosphere where the members can develop a passion for this sport, makes friends and have fun. It will be a place where kids can try new things and laugh a lot! Members will learn some basics on flag and learn some body basics to get their bodies moving. The most important goal I have for this group is to allow the kids to grow in their confidence in themselves and have a space to dance, spin and giggle!

Our instructors are expected to treat all members, parents, co-instructors with respect, fairness, transparency and kindness; uphold and enforce all policies and guidelines as they pertain to their members and this organization; spread goodwill about our membership, the organization and the activity.

MEMBER FEES, WITHDRAWALS AND REFUNDS (SUBJECT TO CHANGE)

Family discount: Encorps provides a 15% discount to all family members performing despite the program they are in. Members of the family must be living at the same address at the time of registration.

Member Referrals:

If a current member refers another member to Encorps, and that person is still a member on Dec 31 of that year, the member who referred will get \$50 credit on fees and the new member will get \$25 credit on fees. Registration form must indicate who referred the member.

Fee Structure: Encorps appreciates our loyal membership and due to that we gift you for your years of friendship.

	Ember	Explorers	Evolution	Elite	Echo	Expression
First Year	\$500.00	\$550.00	\$750.00	\$950.00	\$800.00	\$500.00
2nd Year	\$500.00	\$500.00	\$700.00	\$900.00	\$750.00	\$500.00
3rd Year	\$500.00	\$450.00	\$650.00	\$850.00	\$700.00	\$500.00
4th Year	\$500.00	\$400.00	\$600.00	\$800.00	\$750.00	\$500.00
5th + Year	\$500.00	\$400.00	\$600.00	\$700.00	\$600.00	\$500.00

If a member moves from one level to another they move within the same tier. EX: Member finishes 4th year Explorers, joins for year 5 but into Evolution then the fees are 5th year Evolution.

If you leave a program for any reason you can return with years of friendship without penalty so long as it has not been more than one season away.

Withdrawal and refund: Withdrawal from the program must be received in writing to the organization email address: encorpswg@gmail.com otherwise it is not considered official. Refund minus \$50 admin fee prior to first rehearsal (for Evolution and Elite, first rehearsal is first day of blocking camp). No refunds are provided after first rehearsal unless for medical reasons. Doctor's note must be provided and the \$50 admin fee and uniform cost will be withheld from refund.

Payment Structure: All dates below are mandatory. Credits CAN be considered cash towards your payment deadline – you work a bingo for \$50 between the two payment deadlines that comes off of the amount due for that deadline.

Payment Schedule

Registration - \$50 due at time of registration

October 1: 1/3 of invoice total

November: 1/3 of invoice total

December: Remaining total of invoice

All payments must be made to the assigned rep only. No other person is to accept payment for any reason. Cheques can be made out to: Spirit of Drum Corps Alumni Association, credit cards payments can be made to the assigned rep or email transfers can be made to sdcaavpt@gmail.com (***please make the answer to your security question Calgary and indicate in message what the transfer is for.***)

FINANCIAL ASSISTANCE

Encorps Winterguard wants to ensure our members can perform without financial hardship.

To apply for financial assistance please complete the application found on Charms no later than October 12, 2020.

Email no later than October 12, 2020

Michelle Ashmore, Executive Director

encorpswg@gmail.com

Decision will be made by the Financial Assistance Committee). Once a decision has been made each applicant will be contacted directly.

Canadian Tire offers assistance through their JumpStart program - <http://jumpstart.canadiantire.ca/en.html>

FUNDRAISING

In order for us to keep our fees low, we need you to participate in any and all fundraising that comes up! We do understand that sometimes fundraising is hard and feels unnecessary but the fact is...it needs to be done.

FUNDRAISING FAIRNESS & GIFTING (Non-credit fundraising)

In order to ensure fairness for all members and to help generate revenue towards operating costs, we respectfully request our members' gift some time to Encorps.

Bingo: Your first bingo shift is considered a gift back to SDCAA/Encorps, all additional bingo shifts will earn a credit of \$50. You may work off ALL of your membership fees with bingo credits. Additional information on bingo guidelines can be found in Charms under Documents/Fundraising. Please note: your gifted bingo will show a \$1 credit in Charms so that you can see which date it was that you worked it.

Gift Card Raffles (1): Each member is responsible for providing us with a \$30 gift card to add to the raffle however we have made this easier for you by adding \$30 to your invoice. Each member will be asked to sell 20, \$5 raffle tickets once per season. Our fundraising committee will ensure that those who can sell more are set up to help those who have a hard time selling them.

Scratch Cards: Each member is responsible for selling one scratch card per season. Our fundraising committee will ensure that those who can sell more are set up to help those who have a hard time selling.

ADDITIONAL FUNDRAISING (FOR credit)

Bingo: Your first bingo shift is considered a gift back to SDCAA/Encorps, all additional bingos done will earn a credit of \$50. You may work off ALL of your membership fees with bingo credits. Additional information on bingo guidelines can be found in Charms under Documents/Fundraising.

***Any overpayments on fees due to bingo shifts will be transferred to the next season – if you are not returning we thank you humbly for the gift.**

Hockey/Football Games: There is no limit to the number of shifts you can do. Additional information on game guidelines can be found in Charms under Documents/Fundraising.

Concession Lead - \$76

Concession General Worker - \$63.20

Club Seat/Saddledome Live Runners - \$39.20

Wearhouse - \$68

Kitchen Helpers (ages 15-17) - \$63.20

Popcorn Sales: we will be selling popcorn and each member will get 30% of their sale profits as a credit to their fees.

***Any overpayments on fees due to games, will be transferred to the next season OR you may request it be paid out to you via cheque once every three months.**

PLEASE NOTE: THE ORGANIZATION FISCAL YEAR IS APRIL 1 – MARCH 31. ALL SHIFTS WORKED WITHIN THAT YEAR GOES TOWARD THAT SEASON. For example – anything worked from April 1, 2019 – March 31, 2020 is credited toward the season that runs August 2018 – March 2019.

UNIFORMS AND EQUIPMENT

Please be aware that these items are only on loan to the member and the member must take care of everything. An accessory bag will be provided to all members and those are theirs to keep. All silks, poles, props, and uniforms must be returned at the end of a season.

REHEARSALS

Snacks: in order to build a team, snack time is done as a group. A volunteer parent will arrange for each family to take turns bringing snacks (usually two families each week). This allows for the members to sit together and ensures each member has something to snack on.

Clothing: members should wear comfortable clothing. The member should be able to move freely and not worry about getting clothing dirty or worn. Remember that this activity can be very physical so strapless tops and skirts are not appropriate rehearsal attire.

Personal Hygiene: there may be times in which the member is in close quarters with other members or instructors. Many times we may have someone taking photos or video we can use for recruitment or advertising. Please ensure the member has practiced good personal hygiene by having their hair brushed and pushed out of your face, teeth are brushed and clothes are clean and in good repair.

Closed for Viewing: rehearsals are closed for viewing to ensure the instructors have the members' full attention. Parents are invited to come in to see the last run-through at the end of the rehearsal. Instructors will open the door when parents can come in – please wait for the door to be opened before entering the rehearsal. PLEASE NOTE: The Program Director, Board member, Admin Assistant and other staff can enter at any time.

Cell phones are not allowed at rehearsals: members will be asked to turn their cell phones to silent and leave them at the front of the room under the instructors care. If a parent needs to reach a member in an emergency they can contact the instructors directly.

Chaperones: a parent chaperone is required for each rehearsal. The chaperone is responsible for: ensuring members don't leave the building; accompanying members to the washroom (can wait outside); keeping an eye out for unauthorized visitors; monitor any injuries (follow Injury and Return to Sport policy); ensure members clean up after snack; help staff where needed (taping, video). Encorps' Chaperone Coordinator will be announced later - encorpschaperone@gmail.com.

Cancellations: please see the Inclement Weather policy in our Policies Manual in Charms.

COMMUNICATION

Communication with parents is done primarily through Facebook and Charms. Charms is available to view newsfeeds, member fees, fundraising credit and invoices (individualized) and to sign up for event activities such as bingo, casino, hockey games and chaperoning etc.

If there is no way you are able to use at least one of the above forms of communication then please ensure Michelle knows so she can email you with all pertinent information.

CHARMS

How to access parent/student information in Charms

Log on to www.charmsoffice.com, and click "ENTER / LOG IN" in the upper right corner.

Locate the "PARENT/STUDENT/MEMBERS LOGIN" section of the web page.

Login to your student's program account using the following School Code: EncorpsWinterguard (just as it is shown)

This will bring up the main "Public" page. This will allow you to look at the "public" calendar for your organization, event list, and handouts and other "publicly shared" files, as well as a few other options.

The first time you go here, enter your ID NUMBER (**received via email**) into the **Student Area Password** field. You will be directed to the Change Password screen, to set a personal password different from the ID, for future use. You may also be directed to create both a unique Username and Password for the student. There are also mechanisms to recover/reset a lost Username/Password – when you create your new password, create a "hint" as well.

Whenever you enter using this Username/password, another more detailed screen appears, with various button options for you to access areas in the Charms account. You will see documents such as forms, financial statements, and the calendar of events. The calendar lists events, rehearsals and volunteer/ RSVP opportunities. This is where you can volunteer as chaperones or to fundraising opportunities.

IMMEDIATE ACTION REQUIRED: Update Personal Information – your account has been set up with the members demographic information however in order for proper communication please log in and add the parent information – include all parents or guardians in which you would like all communications to go to.

You can also download the Charms App to your smartphone – search your App Store for "Charms Parent/Student Portal" (or "Charms Blue"). It's the way to stay in touch on the go!

MEMBER EXPECTATIONS

Encorps prides itself on being a safe space for all members and their families however we as an organization can only do so much – some of that responsibility falls to the members and their parents. Our expectations of our members and parents:

- Egos and attitudes get left at the door, everyone in this space is an equal;
- Give it a try! Guard is not easy, it's not meant to be – but that is what our instructors love to see, someone who didn't think they could do it but tried;
- Adhere to the Code of Conduct: treat the instructors, fellow members and others with respect, kindness and fairness; lift each other up;
- Remain attentive to what is being taught so that the program can progress;
- Practice at home, that is how you get better.

PARENT/GUARDIAN EXPECTATIONS

You can feel safe leaving your child in our hands! Our instructors are Respect in Sport for Activity Leader certified, the Lead has Standard First Aid and CPR Basic Rescuer, a Vulnerable Sector Check and Mental Health First Aid for Adults working with Youth. Encorps also has a reporting structure in place for any critical incidents (please see Participant Protection Policy below or in Charms).

What we ask of you:

- Help your child understand the Code of Conduct;
- Participate in fundraising;
- Attend family socials and other events;
- Respect the process – they do not become amazing overnight;
- Go directly to the lead instructor with any concerns you may have. The Program Director will intervene only if you are unsatisfied with the instructor response;
- Understand our policies and guidelines as they pertain to you and your child.

POLICIES/GUIDELINES AND OTHER RESOURCES

PARTICIPANT PROTECTION

SDCAA/Encorps strictly prohibits all conduct which could pose a threat to the safety of participants within our organization.

Anyone who receives information of any kind (verbal or written, informal or formal) suggesting that misconduct related to participant safety that has occurred that is connected in any way to individuals or activities associated with any Encorps event or activity must report the matter immediately to the Program Director and the Admin Assistant (or alternatively, the President only if one of the aforementioned is identified as the offender).

A report to an appropriate law enforcement agency may also be appropriate and is at the discretion of the person who receives information of potential misconduct. Misconduct related to participant safety that is covered by this policy includes:

- any misconduct of a sexual nature or potentially classified as a sex offence under applicable law; any misconduct in which actual or suggested sexual relations is an element; any harassing conduct pertaining to an individual's sex, gender, sexual orientation or gender expression; and any conduct involving harm to a minor.

What action will be taken? Upon receiving a report, SDCAA/Encorps will conduct an effective internal investigation, report the matter to the appropriate law enforcement authorities if necessary and take appropriate and effective remedial action under the circumstances.

Anyone found to have participated in misconduct that threatens the safety of a participant will be removed from their position and banned from the association.

SDCAA/Encorps will not retaliate against anyone for reporting suspected misconduct or for participating in an investigation or inquiry.

Critical Incident Report:

This form will be mainly used by the instructors to report any incident that happened at rehearsals, such as falls or equipment strikes. Basically, any time one of the members sits out due to following our Return to Sport policy, the instructor must complete one of these. The only exception is when a member sits out due to a pre-existing issue that did not transpire while at rehearsal. An example would be: member needs to catch their breath and relax for a bit during rehearsal due to suffering a cold or other ailment.

This form can also be used by a member, staff, board or parent if they feel they have something critical to report to the organization. This could include an incident of bullying, harassment or an injury not reported to the instructor.

You will find this form on the main document page within Charms. Instructors will also have access to these at rehearsals.

Please Note: this form should only be used for its intended use – critical incidents that happen with Encorps or at an Encorps event.

GUIDELINES FOR INJURY AND RETURN TO SPORT

Guidelines for Injury:

- Advise instructor AND attending chaperone;
- Instructor does a scan of injury – if there is no immediate sign of *extreme injury, bench the member for 10 minutes;
- If, after 10 minutes, the member feels the same or worse, the instructor will contact the parent to advise of injury. Parent can then decide whether the member will be picked up early or will stay until the end of the rehearsal.
- Once the parent has picked up their child it is up to them whether the injury warrants further inspection by a medical professional.

*Extreme injury: visual bone break, open wound, quick swelling and any head injury

Guidelines for Safe Return

<https://www.verywell.com/when-is-it-safe-to-return-to-sports-after-an-injury-3119404>

- You are pain free. If it still hurts, don't use it.
- You have no swelling. Swelling is a sign of inflammation. If you still have swelling, it is too early to return to sports.
- You have full range of motion. Compare the injured part with the uninjured opposite side to see if you have regained range of motion.
- You have full or close to full (90 percent) strength. Again, compare with the uninjured side to see if strength has returned.
- For lower body injuries - you can perform full weight bearing on injured hips, knees, and ankles without limping. If you are limping, you are still not ready to return to sports. An altered gait can lead to further pain and problems.
- For upper body injuries - you can perform throwing movements with proper form and no pain

Keep in mind that even when you feel 100 percent you may have deficits in strength, joint stability, flexibility or skill. Take extra care with the injured part for several months.

- These are guidelines only; you should follow your physician's advice regarding return to sports.

REPORTING INJURY

If a member is unable to rehearse due to injury or illness for more than 2 rehearsals, the expectation is that an estimated return time is communicated to both the instructor and the Program Director. Member should still be available at all rehearsals so that they can hear of any changes, stay connected to the program and keep the show fresh in their minds.

SOCIAL MEDIA POLICY

Members and parents have the right to freedom of speech, however when a negative tweet or post can be directly aligned to Encorps or any Encorps activities the Program Director has the discretion to ask the member to remove it. A member should think about their position within the organization as well as the future of the group. Things to remember:

- use your common sense (is this message just a fleeting moment of anger or frustration? Will this post directly hurt someone on the team?)
- be aware of privacy issues
- play nice and be honest
- demonstrate your skills and creativity

After a first warning, the second step could be to remove the member from the team.

PROGRESSION

Encorps has programs for all ages and all skill levels. Once a member has started with Encorps we would love to keep them within the family. The next step after Ember is Explorers. The suggested age for Explorers is 9 years of age.

****Please note:** even if a member has reached the suggested age, it is not a guarantee that they will automatically move to the next level. They may also choose to stay in Explorers for one more season.

MEMBER MEETING — PLEASE RSVP ON CHARMS

ALL parents or guardians, for NEW members under 18, and all NEW members 18+ MUST attend a meeting. Returning families are not required to attend however it is highly recommended as things change from year to year. The PowerPoint presentation will be available on Charms.

Sunday September 13 1:30pm – North Glenmore

Monday September 14 6pm – Calgary Fire Training Centre

TO DO:

_____ Attend parent meeting
_____ Hand in membership forms
_____ Hand in Code of Conduct
_____ Join Facebook Members Only Group
_____ Log into CHARMS and investigate
_____ Read and understand the fee structure
_____ Read and understand the fundraising
_____ Join Facebook Fan Page
_____ Follow Encorps on Twitter @encorpswg

_____ Follow Encorps on Instagram @encorpswg
_____ Follow Encorps on YouTube
_____ Check out the Encorps Website
(encorpswg.vpweb.ca)

CHARMS

_____ Confirm and/or update profile info
_____ Read Volunteer Descriptions, Bylaws, Policies
_____ Sign up for bingos and games
_____ Download the CHARMS APP