



# United States Soaring Team Task Force

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## Topic – 3 Team Organization

Ken Sorenson – 8/27/02 Ver. 4.0 File: TTF 3 Organization 082702

This document is for discussion purposes only and should not be considered the policy of U.S. Soaring Teams. Instead, this document provides a starting place from which to develop more accountable, transparent, competitive and sustainable United States Soaring Teams. You can help shape the future of U.S. Soaring Teams by making your comments to John Seaborn ([planned@boulder.net](mailto:planned@boulder.net)) or Ken Sorenson ([kgsoren@earthlink.net](mailto:kgsoren@earthlink.net)).

Taskforce web page [http://www.ssa.org/UsTeam/ust\\_taskforce.htm](http://www.ssa.org/UsTeam/ust_taskforce.htm)

## U.S. Soaring Team Organization

### Purpose & Goal

The purpose of the US Team Organization document is to define the key Team personnel positions and the associated organizational relationships necessary to fully support the US Soaring Teams.

### Philosophy & Discussion

The US Team Organization has traditionally consisted of a very small group of volunteers who worked together with the SSA staff to support the Team. We fielded only one team (the multi-class: Open, 15 Meter, and Standard) to a single WGC. The key volunteer positions were the US Team Manager and the US Team Captain. These two positions were often filled by the same person who organized and managed the team in preparation for the contest and then served as Team Captain during the contest. Team finances were handled on a contest by contest basis by the Team Manager/Captain and the SSA staff. With the addition of several new classes and multiple WGC events a broader and deeper US Team organizational structure is required.

The focus of the new US Team Organization is on volunteers. A key underlying philosophy is that SSA staff support for the US Teams should be minimized wherever possible. While some SSA staff input and support is clearly required and appropriate, the US Teams should not burden SSA's limited resources any more than is necessary. As part of this increased emphasis on volunteers, an attempt has been made to separate the many required support activities into a larger number of smaller and manageable responsibilities. This means more volunteers, but the demands on each will be limited to a level that results in a sustainable organization (i.e. don't burn out the volunteers).

A critical element in the new US Team Organization is the creation of a newly defined US Team Committee. The intent is that this committee would eventually assume responsibility for the selection, overall management, and funding of the US Team. This responsibility and authority will be subject to SSA Board oversight.

The intent is for the relationship between the SSA Board and the US Team Committee to develop into the same relationship that exists between the Board and the Rules Committee. The establishment of such a committee would also provide some much-needed institutional continuity to US Team management as individual volunteers come and go. The committee will be comprised of the Contest Committee Chairman, the US Team Chairman, the SSA president, and three members elected by the competition pilots. The US Team Committee will also be responsible for long term strategic planning in team affairs.

Another key element of the new US Team Organization is the establishment of the position of US Team Treasurer. This volunteer position will be responsible for gathering and tracking all US Team funding contributions and operating expenses. The SSA would continue to receive, hold, and disperse Team funds and to provide record-keeping support.

## US Team Organization

An organization chart for the new US Team structure is attached.

The SSA Board of Directors appropriately maintains ultimate authority over and responsibility for the US Teams.

The newly formed US Team Committee assumes operational responsibility for the management, operation and selection of United States Soaring Teams.

The three elected members of the US Team Committee will be elected to staggered three year terms, similar to the Rules Committee. One elected position would come up for election each year. This staggered election arrangement will help to ensure an institutional continuity to this key management committee.

The presence of the SSA President on the committee will provide a direct link to the SSA Board and a much needed historical perspective on US Team operations. If SSA policy prohibits the SSA President's membership on the Committee, it is hoped that he will serve on the committee in an "ex officio" capacity.

The US Team Chairman, besides being a key member of the US Team Committee, will be the overall manager of the US Teams. This position will now be more of a management role, rather than an operational role as in the past. The US Team Chairman will have a number of supporting positions to spread the operational workload. These positions include the Team Captains, Team Treasurer, Fundraising Manager, Documents Manager, Promotions and Sponsorship Manager, and Ranking Lists Manager.

Each WGC competition venue will have a Team Captain who will be responsible for the overall management of their respective teams including all logistical issues. Management issues will include financial budgeting, reporting and fundraising in coordination with overall team fundraising. Additional detail regarding Team Captain's responsibilities is provided in the US Team Task Force Team Captain checklist (USST DOC 365) as attached .

The Team Treasurer will manage all US Team's finances. This would include monitoring team contributions and income, ensuring that any class/venue specific contributions are properly accounted for, and ensuring that Team pilot contributions are received. The Team Treasurer will work with the Team Managers and review the pre-contest budgets, collect post-contest reports, and will prepare an annual report on the Team's finances.

The position of Fundraising Manager will be responsible for developing and implementing the fundraising activities of the team and to coordinate fundraising with individual team captains and the SSA as described in Task Force Topic 6. Under the Fundraising Manager will be the team merchandise manager, and the Robertson Trust campaign manager. It is anticipated that a good deal of event coordination will be needed in the Fundraising Manager position.

The Document Manager will maintain and update the US Team related documents that are described in Task Force Topic 12. This position would be responsible for assembling a “book of knowledge” for the US Team so that we are not continually re-inventing the wheel with each new WGC contest.

The Promotions and Sponsorship manager will work with past, present and future US Team members to share the superior soaring and racing skills of the top US competitors with the broader SSA membership. This US Team activity is intended to be an opportunity for the US Team to “give back” to the general membership and to promote the sport. The intent is not to promote the Team, but rather to use the Team to promote soaring in general and competition soaring in particular to both the soaring community and the general public.

The creation of the position of Ranking List Manager is a move to recognize and formalize within the new organization the exceptional service that has been provided to the competition pilots by John Leibacher. For a number of years now John has developed and maintained the “unofficial” US Team ranking lists for all the classes, as well as the Hatcher Trophy. We can make most effective use of this resource by designating these lists as official, subject to oversight by the US Team Chairman. John Liebacher has also agreed to maintain the Pilot Ranking List used to establish pilot “seeding” for entry into US contests.

# Proposed US Soaring Team Organizational Chart

