



Sorrento Athlete Incentive Program - Season 2023/24

Vision

Our vision is to empower young athletes from diverse backgrounds to fulfil their potential, while welcoming new athletes and supporting current ones. We aim to cultivate a community where they can contribute as athletes, coaches, mentors and valued members, fostering growth, leadership and a positive impact through the club

Strategy

Create and sustain a positive club competition culture that includes, investment in high-quality coaching and providing support to athletes so that Sorrento becomes a Competition Club of choice for existing and new athletes.

Provide incentives and minimise barriers to encourage continued participation and performance in competition in the transition from juniors to youth and to opens and as a continuing member retention and attraction strategy.

Proposal for FY 2023/24

Rationale

Encourage continued participation in competition, with a focus on team events, paying for entries at State Championships and home carnivals and providing athlete incentives, as a proven member retention strategy and in line with other metro clubs.

This is especially important at transition points that traditionally see high member attrition levels e.g., Junior to Youth, U15 to U17 and U17 to U19 and Opens. As part of a strategy to avoid athlete burnout and control costs entries will not be paid for all WA carnivals.

Carnival Entries and Athlete Incentives

Tier 6 – Carnival Entries

To encourage athletes to compete, a proven retention strategy; Sorrento will pay for entries at targeted carnivals for athletes from U14 to Open who are attending training at least once a week (includes Youth Sunday sessions) and who are available for selection into team events e.g., board and beach relays, Taplin, Cameron and ocean relays.

This applies to the following carnivals that have been identified by the competition committee and coaches:

Paid Carnivals

- Pool Rescue State Championships
- IRB State Championships
- SunSmart WA Endurance Championships, 14th October 2023
- Heart 180 Enduro Iron, City Beach, 22nd October
- WA Surf League: 4 November 2023, 3rd February 2024
- SunSmart WA Youth and Open Carnivals Sorrento Summer of Surf Event (including Twilight beach carnival) 19th, 20th January 2024
- SunSmart WA Beach Championships, 2nd March 2024
- SunSmart WA Short Course Boat Championships 3rd March 2024
- SunSmart WA Masters Championships 4th March 2024
- SunSmart WA Lifesaving Championships, 4th February 2024
- SunSmart WA Senior State Championships, 16th and 17th March 2024
- Other carnivals designated by discipline coaches and approved by the competition director

Other Targeted Carnivals (Entry fees to be paid by athletes)

- Youth Open Carnival 1 (Western Suns Selection Trial) - Secret Harbour, 11th November,
- Youth Open Carnival 2, Trigg Island, - 26th November (Youth only)
- Other carnivals designated by discipline coaches

Tier 5: \$100

Individual Athletes achieving a top 6 place individually or as part of a team at the WA State Championships (one incentive per team)

- \$100 redeemable against costs for competition, training, equipment, travel or accommodation (eligible costs must be pre-approved by competition director)
- Entry paid into WA carnivals designated above

Tier 4: \$200

Athletes or teams achieving a medal at the WA State Championships* (one incentive per team)

- \$200 redeemable against costs against costs for competition, training, equipment, travel or accommodation (eligible costs must be pre-approved by competition director)
- Entry paid into WA carnivals designated above

Tier 3: \$300

Athletes or teams achieving a gold medal at the WA State Championships (one incentive per team)

- \$300 redeemable against costs for competition, training, equipment, travel or accommodation (eligible costs must be pre-approved by competition director)

- Entry paid into WA carnivals designated above

Tier 2: \$500

Athletes or teams achieving a Medal at National Championships

- \$500 redeemable against costs for competition, training, equipment, travel or accommodation (eligible costs must be pre-approved by competition director)
- Entry paid into WA carnivals designated above

Tier 1: \$600

Athletes or teams achieving a Gold Medal at National Championships

- \$600 redeemable against costs for competition, training, equipment, travel or accommodation (eligible costs must be pre-approved by competition director)
- Entry paid into WA carnivals designated above

NOTES

Eligible Events

Any Under 14 to Open SLSWA State Championship Event or any Under 14 to Open SLSA Championship Event excluding SLSWA Endurance Championships.

Eligible athletes

Eligible athletes are U14 to Open athletes competing in WA State Championship events and 'Aussies' (athletes are only entitled to one incentive based on their highest achievement* (team incentives are pro-rata.)

Claiming incentives

Tier 6 – Ongoing Selected entry Fees paid during season while the Member meets the requirements of Tier 6. Competition Director to approve these payments.

Tier 5-1 Incentives must be claimed between April 1st to May 31st, 2024, at which point the athlete must be a full member (including competition rights) of Sorrento SLSC.

NOTE: Athletes must have paid their fees for the season and made themselves available for Team Selection for all applicable Championships e.g., Tier 5-1 athletes who have already met the requirements for incentives at Pool Rescue States must also be available for Surf Race and Surf Teams at WA State Champs (Surf) and have fulfilled all their Club Patrol Obligations. Athletes must wear the approved club uniform. The competition Director to confirm compliance with this.

Costs that may be claimed against incentives

Incentives are intended to reward athletes and to offset training and competition expenses. To claim incentives athletes will be asked to provide brief details (item/ date of purchase / amount) of the costs they are redeeming incentive for. Claims must be approved by competition director prior to payment.

Eligible costs for training and competition will include but are not limited to:

- Swim training
- athletics training
- competition and training equipment,

- competition and training apparel
- travel to competition and training
- team building events
- accommodation for competition and training

Athlete Travel Subsidies

Athletes who have displayed outstanding performance or, in the opinion of the coaching panel, have outstanding performance potential may qualify for additional athlete travel subsidies to targeted interstate and/or international competitions at the discretion of the coaching panel.