

## CALAPYA VALUES AND EXPECTATIONS

*Team Calapya's Mission Statement is guided by these fundamental values: communication, community focus, gratitude, respect, sportsmanship, competitiveness, and safety.*

I understand that holding myself accountable to these values and expectations will create a culture of fun, opportunity, challenge, and a safe harbor for all members. I have the courage to be true to these values in actions, as well as in words.

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### **We all represent Team Calapya and the Ridgefield Community**

As a member of Calapya, I am an ambassador for the team and for the Ridgefield community. Whether in training, competition, or representing the team in public, I will conduct myself with professionalism and pride, reflecting positively on our team and its values.

### **We Practice Open Communication**

Team Calapya promotes open communication about team activities and a participative leadership style that encourages transparency, team member engagement, sharing different perspectives, and collaborating on creative solutions to problems.

I understand that open and effective communication is essential for our team's success and cohesion. I will communicate openly and share any concerns or feedback in a respectful and appropriate time and place. I will be aware of my own words and actions and how they impact other team members. I will be approachable, accessible open to differences of opinion, actively listen for understanding, help to eliminate gossip, and protect confidential information.

### **Our Team is Community**

Team Calapya is one team: people working together for a common purpose. It succeeds through creating cohesiveness, providing encouragement to each other, staying connected, and maintaining friendships. We recognize that our collective successes rely on our ability to work together harmoniously.

I will strive for positive team relationships built on trust and mutual understanding. I will be responsible for my trustworthiness by being self-aware and patient, and assume positive intent in what others do and say.

I recognize the importance of giving back to the dragon boat and Ridgefield community. I commit to volunteerism, supporting team activities, and helping to foster a safe and welcoming environment.

### **We Show Gratitude**

I will acknowledge and appreciate the contributions of my team members and leaders, race directors and committees, volunteers, and the broader dragon boat community. I will not take them for granted.

I will have empathy for others, practice common courtesy and politeness, and solve disagreements professionally and peacefully. I will treat team members with appreciation and dignity.

**We are Positive**

We work to create a positive atmosphere that recognizes both the importance of diversity and every teammate's contribution to the team.

I will inspire positivity, look for opportunities to connect, celebrate successes, and strive to create a playful and supportive atmosphere.

**We Respect Each Other**

Team Calapya creates an inclusive environment marked by mutual respect.

I know that it is the people who make our team special. I will be considerate and kind in my dealings with team members and members of other teams. I will adhere to coaches' decisions and will not undermine the team. I will strive to resolve conflict with patience, open communication, and active listening and end with a win-win solution.

**We Practice Good Sportsmanship**

Team Calapya is committed to good sportsmanship. We demonstrate our spirit through fair play, respect for competitors and officials, and accepting both victory and defeat graciously.

I will be responsible and accountable for decisions I make or fail to make, actions taken, and the consequences that result. I will honor commitments, admit when I am wrong, dare to do what's right, show people that I care, and be helpful.

**We Are a Competitive Team**

Team Calapya strives to improve performance in races while supporting each other's development.

I understand the importance of consistent training, commit to achieving my personal best, both physically and mentally, and support others in this effort.

**Safety is Important**

I acknowledge that safety is paramount during our training sessions and races. I will adhere to all safety guidelines provided by our coaches and team leaders, including wearing appropriate safety gear, showing up to practice unimpaired, and following instructions during on-water activities.

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**Resolving Conflict and Behavior inconsistent with values and expectations:**

Conflicts and perceived behavior that is inconsistent with these values and expectations should be addressed as follows:

First, personally address the member. Do so in a gentle manner, as often, a misunderstanding is the cause of the perception. The recipient should strive to accept the questioning in a gentle manner, knowing that an opportunity to clarify the intent is being offered.

Second, if the above action is not possible or does not result in a resolution, a team liaison, coach, or City representative should be consulted. A conversation, meeting, or other agreed action should take place with the intent of reaching a mutually agreed on resolution.

Finally, if a resolution cannot be reached, the City representative should be notified of the issue. The City representative will attempt to facilitate a mutually agreed resolution or take other action that may be necessary to resolve the issue.