Gummy Bear Hitmen

2026 Player Expectations

This document outlines the standards every Hitman is expected to hold themselves to throughout the 2026 season. These are not suggestions — they are the baseline for what it means to be on this team. By acknowledging this document, you are committing to these standards for yourself and for the twenty other guys counting on you.

SECTION 1 — ON-FIELD EXPECTATIONS

1A. Practices

Practice Gear — Come to every practice prepared to play. At minimum, that means a light jersey, a dark jersey, and cleats. If you do not have all three, you are not ready. Own your preparation before you arrive.

Timeliness — Practice begins at 9:00am. Being on time means being cleated, warmed up, and ready to participate at 9:00 — not walking in at 9:00. Whatever personal routine you need to get there, own it so it happens before the whistle.

Communicating Absences & Lateness — If you are going to be late or absent, communicate it to the captains as early as possible. If something changes during the week, tell us the moment you know — not the morning of. We build every practice around the people in it. Give us what we need to plan around you.

> **Consequence:** *If a player is not ready at practice start time, their gear will be moved to the opposite sideline for the full session. They continue to practice and participate in all team activities, but they feel the separation. Continued lateness without communication will result in further consequences at captain discretion.*

Full Presence — Once practice begins, you are fully in for three hours. Not your best three hours — just your fully present ones. Bad throws happen. So does bad weather. What does not happen on a GBH practice field is checking out. Nobody mopes. That standard was set on day one and it holds all season. At the same time, practice is meant to bring out your personality. Be yourself. Compete and have fun — those are not opposites.

Warm-Up & Drills — All players participate in the team warm-up and drills. If you are unable to participate due to injury or a personal issue, alert the captains before practice begins. At minimum, be present and engaged on the sideline to support your teammates.

1B. Sideline Behavior — Practices

The sideline is part of practice. But sideline culture at GBH is not rigid — it is intentional. We want your personality out there. Talk with your teammates, compete, and enjoy it. What we ask is that when it counts — when the team is talking, when a drill requires focus, when your teammate needs your eyes on them — you are present.

Mode for the Drill — Captains will set the mode for each drill. When full focus and accountability are called for, that is the expectation — locked in, communicating, tracking every rep. Other drills are more open. Read the room and match the energy the captains set. If you are unsure, ask.

Engagement — When the disc is live during a focused drill or scrimmage, you are engaged — calling cuts, communicating matchups, and making your teammates better from the outside. Good body language is part of the job. When a teammate is working, you are working with them.

Feedback Culture — When a teammate talks to you, assume they want you to get better. When you talk to a teammate, operate from the same place. Honest feedback delivered with good intentions is how this team grows. That baseline is non-negotiable.

> **Consequence:** *Sideline behavior infractions — consistent disengagement during focused drills, poor body language during team instruction, or failure to support on-field teammates when it matters — will result in loss of playing time at captain discretion.*

1C. Huddles — Practices

Huddles are where information gets transferred and the team recalibrates. They only work if everyone respects the time and the process.

Goodfellas — Every player on this team is assigned a Goodfella — a small group peer who serves as your first point of contact for concerns, questions, and feedback. If you have a recommendation, disagreement, or strategic thought, bring it to your Goodfella first. They will surface it to the captains in the right channel, at the right time. This keeps huddles clean and makes sure every voice actually gets heard.

Who Speaks — Captains are the primary voices in huddles. Do not interrupt the primary voices mid-huddle. Questions for clarification are always welcome. Additions that extend the huddle are not.

Hustle to Huddles — When a huddle is called, get there fast. Huddle efficiency is something we practice intentionally, and it starts with getting there quickly.

Brevity — Huddles carry a maximum of three points of focus — ideally two. Do not add one more thing when the primary voices have finished.

3-2-1 Clap for Pulls — Before any pull — throwing or receiving — a line leader will call 3-2-1. Everyone claps together on 1 before anyone raises a hand to throw or receive. This applies at practices during live reps and scrimmages. It unifies the line before every point starts. No one goes before the clap.

After a Score — Huddle in the endzone. After getting scored on, huddle at center field. Line debriefs after coming off the field are 45 seconds. These are not suggestions — they are the structure that keeps the team sharp between points.

> **Consequence:** *Players who repeatedly fail to hustle to huddles, interrupt the primary voices, or extend huddles unnecessarily will be addressed directly by the captains. Continued infractions will result in loss of playing time.*

1D. Tournaments

Tournament Kit — At all tournaments, players are expected to wear their full GBH kit. The kit consists of the issued light jersey, dark jersey, and team shorts. The included hat is not required. Players are welcome to accessorize however they like outside the main kit — hats, sweatbands, socks, and similar items are all good. What is not acceptable is competing in non-team apparel where the kit applies. We show up as one team.

Tournament Arrival — The first game time for every tournament will be clearly communicated in advance. All players must be cleated and ready to warm up with the team 75 minutes before first game time. This is not a soft target — it is the team's start time. Plan your travel and your morning accordingly.

> **Consequence:** *Players who are not cleated and ready to warm up 75 minutes before first game time will lose playing time for the first half at captain discretion. If you read to this point in the packet, text Spencer "Hitmen stalk at night". First person to text gets an ice cream on Spencer at the tournament of their choice.*

Tournament Week Preparation — Starting Thursday night before a tournament weekend, be intentional about how you treat your body. Sleep, hydration, and physical activity all matter. You know the difference between living your life and doing something that will cost you Saturday morning. If something preventable takes you off the field when your team needs you, that is a choice — and everyone on this team feels it.

Lines & Communication Window — Lines will be set by Wednesday morning and communicated before we leave Friday. You have a real window to raise concerns with the captains before departure — use it, because we want to hear from you. Once we are at the hotel, that conversation is closed. The team is locked in and focused on one thing.

1E. Sideline Behavior — Tournaments

All sideline standards from practices apply at tournaments. Tournaments raise the stakes — the expectations rise with them.

Rush the Field — All players rush the field between every point — regardless of who scored. No exceptions. This is how we compete as a unit, and it is how we communicate to the other team that we are locked in.

Movement with the Play — When the disc is live, the sideline moves with it. Track the play, stay engaged, communicate, and make your on-field teammates better with every possession. When space allows, GBH splits the sideline — offense on one side, defense on the other — to maximize field coverage and communication angles. Captains will call this when the situation allows.

Transitions — Players transition quickly between on-field, post-point huddle, and sideline. Stay sharp and keep the team's momentum moving.

Echo & Accountability — Players on the sideline echo instructions and help teammates stay accountable. If you heard the call and your teammate did not, say it again.

> **Consequence:** *Tournament sideline behavior infractions — failure to rush the field, consistent disengagement, poor body language — will result in loss of playing time at captain discretion.*

1F. Huddles — Tournaments

All huddle standards from practices apply at tournaments. During games, captains manage the information flow. Trust the process — it was built to keep us sharp when things get hard.

3-2-1 Clap for Pulls — Before every pull at a tournament — throwing or receiving — the line leader calls 3-2-1. Everyone claps on 1 before any hand goes up. This is a non-negotiable team standard. It locks the line in together before each point begins. If the line is not unified, we are not ready.

Communication with Captains — During games is not the time to ask about playing time or raise strategic concerns publicly. Bring it to a captain between points or between games. Captains are your direct line during a tournament. Use it appropriately. For non-urgent concerns, start with your Goodfella.

Game-Day Focus — Once we are competing, the team's attention is singular. Conversations about line decisions, strategy disagreements, or personal concerns wait until after the game or after the tournament. Trust that the captains have the team's best interests locked in.

SECTION 2 — OFF-FIELD EXPECTATIONS

2A. Weekly Homework

The practice schedule is lean by design. That means what you do away from the team is just as much a part of this program as what you do with us.

The Requirement — Players are expected to complete 3–4 hours of assigned work per week throughout the season. This is not optional. The work will be provided by captains at the start of each week — players do not need to source or create their own assignments. Activities include physical workouts, dedicated throwing sessions, frisbee IQ work, and Discord engagement.

What Counts — League ultimate does not count toward any homework requirement. Workouts and throwing sessions must be separate, intentional efforts — not pickup games or rec league nights.

Accountability — Players are expected to come to practice having completed that week's assigned work. If you have not done the homework, you are not ready to practice.

> **Consequence:** *If a player has not completed their assigned homework before practice, they must return to their car, complete the work, and come back when finished. If returning late causes them to miss the start of practice, the standard lateness consequence applies — gear to the opposite sideline for the session. If the incomplete homework causes a player to miss a significant portion of practice, additional consequences may be enforced at the captains' discretion.*

2B. Communication

This team runs on communication. On the field and off it. Staying in the loop is not optional — it is a baseline requirement of being on this roster.

Discord — Discord is the team's primary off-field communication platform. Certain channels require active engagement — not passive scrolling. The #announcements channel must not be muted under any circumstances. If something is in #announcements, it matters. Captains will not flood the channel with unnecessary messages, and players will not miss important ones because they were not paying attention.

Channel Engagement — Specific channels carry engagement expectations that will be communicated at the start of the season. Players are expected to stay current on all team communication. Failing to read or respond to team communications is not a valid excuse for being unprepared or uninformed.

Captains' Direct Lines — For urgent matters — availability changes, injuries, time-sensitive questions — contact captains directly. Spencer Grogan: (717) 376-5334. Chris Man: (717) 542-7589.

> **Consequence:** *Players who fail to stay current on team communication and are consequently unprepared or uninformed will not be permitted to participate in the next practice or team activity until the communication gap has been addressed directly with the captains.*

2C. Injuries & Availability

Captains plan everything — practice reps, tournament lines, travel logistics — around the people who are available. We need accurate information to do that well. Surprises on game day are not acceptable when they could have been communicated earlier.

Reporting Injuries — Report all injuries — their nature, severity, and your ability to practice or compete — to the captains as soon as you know. Do not wait until the morning of practice or a tournament day. If your status changes during the week, communicate it immediately.

Availability — If your availability for a practice, tournament, or team event changes for any reason, the captains need to know right away. Give us as much lead time as possible. The more notice we have, the better we can plan around it.

Returning from Injury — If you are dealing with an injury and are unsure about your ability to participate, communicate that uncertainty — do not just show up and see what happens. We would rather plan conservatively and have you available than be caught off guard.

> **Consequence:** *Failure to proactively communicate injuries or availability issues that affect practice or tournament preparation will be addressed directly by the captains and may result in reduced playing time.*
