

Unit 446 Member Appreciation Proposal

OCTOBER 2018 – PROPOSED BY JC CHUPACK

Many of our services and events within Unit 446 are driven by the service of volunteers. In this proposal, I am requesting board approval for:

- A new award establishment and funding to recognize volunteer service “above and beyond” within our unit
- A new award establishment and funding to recognize one Goodwill member annually within our unit
- Process for on-site service recognition during sectionals (one-off freeplays)
- Standards for full-sectional freeplay recognition (addition to the list of members allowed to play for free throughout the event)

Motions associated with these proposals are included at the end of the document.

Annual Member Appreciation Awards

I propose two types of annual awards to be introduced: Outstanding Service Awards and Goodwill Member of the Year.

Outstanding Service Awards

In recognition of outstanding, long-term service to Unit 446, we will give **Outstanding Service Awards** annually. These awards may be given to up to 6 members each year (or 0.5% of the unit rounded down, whichever is larger).

EXCEPTION: In the first year, we may award up to 12 members as a “catch-up”.

Recipients of this award will be given:

- A printed certificate, awarded at the Sweetheart Sectional Awards Ceremony
- An embroidered adhesive patch and/or pin associated with service to Unit 446 (to be designed and purchased in bulk by the unit and replenished as needed)
- 4 transferrable freeplays, good at any Unit 446 sectional through March 31st of the following year
- Recognition on the awards board displayed at each sectional
- Recognition in the Apr/May edition of the SUN

Outstanding Service Award Criteria

Ideal candidates meet all criteria listed, but the award may be given based on a subset at the Award Committee’s discretion:

- Awarded for at least three years of consistent service that is not solely confined to the responsibilities of a unit board member and/or time on the unit board
- If service provides personal financial gain (e.g., promotion of a business in which the member has a stake), it should not be considered for this award.
- Preference is given to service for the unit (versus district or national service)
- The Awards Committee should strive to select a distribution of recipients across player levels, preferencing newer players when criteria are otherwise equivalent.

Goodwill Member of the Year Award

We will award one **Goodwill Member of the Year** award annually, to recognize a member that encourages the growth of the game through gracious table manners, active ethics, and a spirit of inclusivity.

Recipients of this award will be given:

- A plaque, awarded at the Sweetheart Sectional Awards Ceremony
- Continual freeplay (added to list of freeplay names) for the current year's sectionals and the following year's sectionals, within our unit
- Recognition on the awards board displayed at each sectional
- Recognition in the Apr/May edition of the SUN

Goodwill Award Criteria

Ideal candidates meet all criteria listed, but the award may be given based on a subset at the Award Committee's discretion:

- Practices active ethics
- Has a consistent history of good table manners and sportsmanship
- Preference is given if the member encourages enjoyment of the game for newer or marginalized players, through accommodation, engagement, or special programs

Annual Award Nomination and Selection Process

Nominations for annual member awards are accepted from all unit 446 members by September 30th of each year. Nominations may be made via email/website or via any board member. By October 15th, the Unit President selects an Awards Committee Chair from the current unit board. This chair selects 3-5 previous award recipients (of any annual member appreciation award) to serve as committee members. The committee then selects from the pool of nominees a group of award recipients.

EXCEPTION: In the event that not enough prior award recipients are willing to serve on the committee, the Awards Committee Chair may complete the committee with current board members or other unit members that acknowledge their participation excludes them from consideration.

Timeline

- By August 1st – Unit President selects an Awards Committee Chair from the current unit board
- September 30th – Deadline for nominations for the following year's awards
- November 30th – Awards Committee submits final list of award recipients to the Unit President. Unit President arranges for award printing/purchase and publicity (delegating as needed)
- Sweetheart Sectional of following year and/or Apr/May SUN – Awards are announced to the membership

Award Eligibility

To be eligible for nomination, a member must be a member of ACBL Unit 446 in good standing as of September 30th of the year prior to the award. To receive an award, a member must be an ACBL member in good standing as of the first of the month of the award ceremony; moving outside of our unit during award determination does not exclude a member from receiving an award.

Voting Unit Board members and Award Committee members serving in these capacities during award selection are not eligible for annual awards.

Members subject to disciplinary action under the Code of Disciplinary Regulation Section 4 are not considered “in good standing” for award purposes.

If a member has won an annual award in the past three years, they are not eligible for the same award. (A Goodwill award recipient may win a Service award within the three year window and vice versa.)

On-Site Service Recognition (Sectionals)

For every sectional, the chair(s) shall be given $N*4$ free play cards to give to members not currently serving on the unit board for on-site service, where N is the number of sessions held during the sectional. Chairs should strive to recognize members that help set up or tear down, provide or help with hospitality, or otherwise contribute to the labor needed to make a sectional happen. (These are *not* to be used to ameliorate dissatisfied players.) Chairs make the sole determination of how and when to award these free plays, and any unused are returned to the general pool for use at future sectionals at the end of the event.

Note: I considered trying to establish some standard of hours of service vs. free plays, but there is a huge difference in various efforts. If chairs want to guarantee free plays to setup/teardown crews, that is at their discretion when recruiting helpers.

Freeplay List Recognition

At our sectionals, we provide a list of players to the director who play for free at the event. For each sectional, the freeplay list may include:

- Goodwill Award Recipients from the current and prior year
- Currently serving unit board members
- Up to two hospitality chairs
- Up to two additional members at the discretion of the tournament chair(s), to be approved by the unit president (or next officer in the chain who is not a tournament chair)

As such, **no more than 18 members** should be listed on the freeplay list for a given sectional.

Estimated Costs of Awards

Award	Quantity Given	Cost per Unit	Likelihood of use	Total Cost	Frequency
OSA - Certificates	12	\$ 1.25		\$ 15.00	Annual
OSA - Patches	6			\$ 150.00	One-time for 100 patches (16 years+)
OSA - Freeplays	24	\$ 10.00	100%	\$ 240.00	Annual
GWA - Plaque	1	\$ 75.00		\$ 75.00	Annual
On-site Service	40	\$ 10.00	100%	\$ 400.00	Annual
Freeplay List	18	\$ 10.00	60%	\$ 108.00	Per Sectional Session, discounted since may not be used by full list at every session, and includes GWA recipients

Note: Given that producing patches is fairly cheap, we could consider using them for general “thank you” or having levels/yearly editions/etc. We could also consider giving them to board members.

I also recommend we order business cards in bulk to use as freeplay coupons when our current supply runs out. That should be a cheap/easy way for us to have branded freeplay coupons for our sectionals and for use by chairs to hand out as needed. They can be kept by the Treasurer and doled out as needed to board members (including to tournament chairs).

Motions

I put forth the following motions for vote. (We can modify/amend during discussion.)

1	The unit establishes Outstanding Service Awards, with criteria, frequency, and quantity as defined in this proposal document. (The definitions will be documented on the website for reference and in the board Gdoc folder if approved.)
2	The unit approves expenditure of approximately \$150.00 for the purchase of convention card adhesive patches to be used for unit awards. The design of these patches will be submitted to the board for separate approval.
3	The unit approves issuance of 4 freeplay cards/coupons per OSA recipient.
4	The unit establishes a Goodwill Member of the Year Award, with criteria, frequency, and quantity as defined in this proposal document. (The definitions will be documented on the website for reference and in the board Gdoc folder if approved.)
5	The unit approves expenditure of approximately \$75 annually for a Goodwill Award plaque, to be given to the Goodwill member.
6	The unit approves adding Goodwill members to the freeplay list for 2 years following their award issuance.
7	The unit approves the annual awards process (nomination and selection) as outlined in this proposal document.
8	The unit approves delegation of on-site service recognition to tournament chairs, for freeplay quantities up to four times the number of sessions, as well as 2 additions to the freeplay list for hospitality chairs and 2 discretionary additions to the freeplay list.