



MIHS Football will be offering a Vesting Program intended to create an atmosphere of self-improvement and team cohesion throughout the off-season (January through June 2020). The Vesting Program provides a number of incentives for players to stay engaged and to prepare themselves for athletic competition. Throughout this time period, the Bigger, Faster, Stronger program will be run by Coach Shavey and other certified/qualified coaches for all interested athletes. Its focus will be to increase strength, stamina, and endurance, while also helping to minimize injuries and improve overall health and wellness.

The intent of Vesting is to create a group of student athletes that are accountable to each other, will work together to foster a positive culture, increase unity and handle adversity in an appropriate and constructive way.

The goal is that all student athletes will become Vested. Vested student athletes will receive a specially created patch that symbolizes their investment to improve both themselves and their team through their effort. There will be several defined milestones along the path to track a student athlete's progress. The Vesting program will be pro-rated and shaped for each type of student athlete in our program, including:

- those student athletes that participate in football and a winter **and** spring sport
- those student athletes that participate in football and a winter sport **or** a spring sport
- those student athletes that do not participate in any other sports besides football

In order to become "Vested", student athletes will look to achieve all of the off-season goals by April 15th/June 1st**:

- hours in the weight room (each BFS workout will be logged as 2 hours if fully attended*)
 - 44 for single sport athletes
 - 20 for two sport athletes
 - 10 for three sport athletes
- Program Service (complete a minimum of 2)
 - Completion of a Leadership clinic
 - Tutor a teammate in an academic subject
 - Aid in a program related task
 - Serve on Leadership Council
- Community Service (2 hours minimum)
 - Community service must be verified by email or letter
- School discipline accountability (No suspensions or Athletic Code Violations)
- Academic Accountability (as per Academic Eligibility)

* Student athletes that attend workouts at an outside facility can gain an additional hour (1) towards Vesting for each workout, provided that the workout takes place during a time other than the an offseason BFS session. **First opportunity to become Vested is April 15. Last opportunity is June 1.



On April 15th, individuals will hand in an application for Vesting which cites what they have accomplished up to that point. Our Leadership Council will meet to go over the applications. Those with all requirements completed will be recommended for Vesting, those that are deficient will be placed on Vesting Probation until June 1st, when their application will be reviewed again.

Vested student athletes will:

- be eligible to become a captain
- have first choice for lockers and number selection,
- be eligible for "Elite" status and player package that goes with it. (Elite criteria will be shared at a later date)

Off-season participation in training, while highly recommended, is not mandatory and will not disqualify academically eligible players from participating in the fall. The Vesting Program is meant to encourage student-athletes and provide incentives for building team accountability. It is not meant to discourage anyone from playing or to disengage those that play in multiple sports. We want our team to be one of inclusion, that recognizes, values and rewards uncommon dedication and commitment as well. **Participation in the off-season is 100% voluntary.**

Quick Reference Chart	Football Only Athlete	Football + 1 Sport	Football + 2 Sports
Hours	44 Hours	20 Hrs (24 Hour Credit for Multi-sport participation)	10 Hrs (34 Hour Credit for 2 additional Sports)
Hours Credited for each BFS Workout	2	2	2
Hours Credited for Non-BFS supervised training session	1	1	1
First Evaluation Date	15-Apr-20	15-Apr-20	15-Apr-20
Second Evaluation Date	1-Jun-20	1-Jun-20	1-Jun-20
Number of Program Service Credits Required	2	2	2
Number of Community Service Hours Required	2	2	2
Maximum BFS Hours Available 1/20-4/15	62	62	62
Number of Workouts Needed to Reach Hour Requirement	22	10	5



Frequently Asked Questions

1– *What is considered the off-season? Why would summer practices not count towards Vesting?*

The Football year is broken up into portions. See chart below:

Vesting Period / Off Season	January 20 - June 1
Summer Football Season (WIAA)	May 30 - July 31
Start of Regular WIAA Season	August 19 - November TBD

In the post-season, directly after the regular season is concluded the weight room is open for players to lift up until the holiday break. BFS begins for current players and incoming 9th graders once athletes return to school in January. The official “Summer Football Season” for the WIAA begins on May 30th. This season has its own set of requirements including 20 days of organized practice, which we will refer to as “pre-season”. We want current high school players to be Vested before this season begins. Once Summer Football begins, the expectation is that student athletes will attend as many practices as they can and will let coaches know if they will be away and cannot attend. **This is also a non-mandatory period. Mandatory practice time begins on the first day of the regular WIAA season.** Please refer to the football calendar for other important dates.

2– *Do off-season workouts for upcoming sports (ex. Lacrosse winter ball, baseball) count towards Vesting hours?*

They do not. The Vesting hours are particularly slotted for weight room time with the team or sport-specific training at outside training facilities.

3– *Will working out at the country club gym or home gym count as an outside facility workout?*

No. The one hour given for outside workouts is limited to personal training workouts at a professional facilities or training with individual trainers. If there is a question as to whether your outside workout qualifies, ask a Coach.

If you have additional questions about Vesting, BFS and off-season training, please see the Coaches for clarification.



LEADERSHIP COUNCIL 2020

The Leadership Council will consist of football players that are in all the 9th, 10th and 11th grade. The breakdown will be as follows:

- Two 9th grade student athletes
- Two 10th grade student athletes
- Four student athletes from the 11th grade class
- At the request of the Head Coach, graduating Seniors may also participate in the LC

Leadership Council responsibilities include:

- Meeting once a month with Coaches to talk about the concerns of the players and other program matters such as accountability, team culture and game day experience and leadership.
- Evaluate Vesting applications on April 15th as a group with Coaches.
- Develop methods for building team engagement and increasing participation.

How to get on the Leadership Council:

- Send an email to Coach Sledge with a detailed response to the questions “Why would you like to serve your team as a leadership council representative?” and “What is the definition of servant leadership?”
- Based on responses, players will be selected by Coaches to serve on the council.
- Players that serve on the Leadership Council will receive 1 credit towards Program Service requirement for Vesting.



VESTING REQUIREMENTS 2020

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- Receive Vested patch
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