



Teams Elite 2026 Concert & Concession Fundraising Program Policy

Purpose:

The Concert & Concession Fundraising Program allows current Teams Elite (TE) SSC members to raise money for Teams Elite and for skater team fees and travel payments. This program is not for personal monetary gain. The policies, terms, and conditions of the program are subject to change at any time during the season. This policy covers concessions worked at any venue for TE.

Current venues include:

- Credit Union 1 Amphitheatre, Tinley Park, IL (managed by Legends)
- American Family Insurance Amphitheater, Milwaukee, WI
- Summerfest Milwaukee World Festival, Milwaukee, WI
- Joliet Slammers, Joliet, IL
- The Forge, Lemont, IL
- Michaels Catering, Various Locations
- SeatGeek Stadium, Bridgeview, IL
- Wrigley Field, Chicago, IL
- Soldier Field, Chicago, IL
- Chicagoland Speedway, Joliet, IL
- Notre Dame, Notre Dame, IN
- Additional venues may be added throughout the season

Venue Policies:

Each venue may have its own rules, policies, procedures, and requirements. All Teams Elite (TE) SSC members are required to follow both TE policies and any applicable venue-specific policies at all times. In the event of a conflict, venue policies will take precedence while working at that venue. Failure to comply with venue policies may result in removal from the event and/or disqualification from future participation in the program

Concert & Concession Fundraising Co-Chairpersons:

Sarah Wieczorkiewicz and Julie Stoner

Eligibility:

- TE parents, siblings, and skaters can work concessions to benefit their skater's account. If the minimum number of workers required by a venue for an event are not signed up 14 days prior to the event, additional non-family workers may volunteer to work to benefit the skater's account.
- Minimum age varies by venue. Skaters under 18 must be accompanied by a parent.
 - Workers must be at least 18 years old to sell/serve food and concessions for Legends.
 - Workers must be at least 16 years old to work for Michaels Catering.
 - Workers must be at least 16 years old to work for Chicagoland Speedway
 - Workers must be at least 18 years old to work for Slammers
 - Workers must be at least 16 years old to work at the Forge
 - Workers must be at least 16 years old to sell/serve food concessions and 18 years old to sell/serve alcohol concessions in Wisconsin.
- New workers participating in concerts in Tinley Park must attend Legends Training at the Hollywood Amphitheater (date TBD).
- Required certification:
 - Workers in Illinois must have a valid Illinois Basset Alcohol Certification License (for those 21 and over) and email a PDF copy to fundraising@teamselite.com before their first shift. There are many online courses available, and prices typically range from \$10–\$30 (eg., <https://www.bassetonthefly.com>). Please make sure to choose a state-approved provider and complete the course in advance to avoid any delays in scheduling. Valid for 3 years.
 - Workers at Joliet Slammers must also have a Food Handlers License and email a PDF copy to fundraising@teamselite.com. This certification is also at your own expense and can be completed through a variety of online providers (eg, Learn2Serve: www.360training.com). Be sure to complete this requirement prior to your first shift. Valid for 3 years.
 - Workers at Notre Dame are required to have an Indiana Server Training Certificate and Volunteer Employee Permit. This can be completed at https://www.in.gov/atc/alcohol-permit-resources/alcohol-permit-applications-and-forms/#Online_Application_for_Employee_Permits. Once complete email a copy of both to fundraising@teamselite.com. Valid for 3 years.
- **Volunteer Eligibility: North Coast Music Festival 2026**

Due to high demand and limited availability, volunteers for the North Coast Music Festival 2026 must have worked a minimum of three (3) concerts during the current fundraising season prior to the event. Priority will be given to those who meet this requirement. Exceptions may be granted with approval from the Fundraising Committee.

Dress Code:

Dress code varies by venue. Some venues provide a venue-specific shirt at check-in and others require a Teams Elite fundraising shirt.

- **All volunteers are required to purchase** and wear an official Teams Elite fundraising t-shirt while working events. This helps ensure a consistent and professional appearance across all venues. <https://bsnteamssports.com/shop/gpByHwdrhg>
- Legends: Black shorts/pants and a black shirt. Legends polo provided.
- Milwaukee Milwaukee Amphitheater, Summerfest, The Forge, and Joliet Slammers: Volunteers must wear a Teams Elite–approved t-shirt purchased from the site listed above. Jeans may be worn provided they have no holes. Shorts are also allowed.
- Soldier Field: All black. Black non-slip shoes required.
- No leggings, yoga pants, or pants with holes allowed.

Volunteer Roles:

Lead:

- Confirm all volunteers are present.
- Assign volunteer roles for the shift.
- Act as a liaison between venue and stand needs.
- Communicate needs with venue managers.
- Complete assigned paperwork (if applicable) including waste documentation.
- Maintain inventory (ie, stock, restock, request restock when low, etc.)
- Ensure paperwork is completed and submitted to the venue at the end of the event and stand has been cleared by venue manager before dismissal.
- Collect, divide, and distribute tips at the end of the event.
- Troubleshoot issues that arise during the event.

Volunteers:

- Check in with stand lead to determine your role for the shift.
- Perform inventory start and end counts.
- For stands with food, food prep is required.
- Some stands require stocking. This may require lifting up to 30 to 50 lbs (eg, cases of beer and other beverages, kegs, etc.).
- Shifts are typically 8 to 10+ hours of standing outside. You may be exposed to the elements at some stands.
- Basic customer service skills necessary.
- As a reminder, we are not there to watch the concert. Anyone caught leaving the stand to watch the show will be immediately dismissed.
- Register:
 - Answer questions about the menu from patrons.
 - Ring up guests for the items they wish to purchase. Familiarity with point-of-sale devices necessary.
 - Verify age requirements for 21+ beverages.

- Ensure the area is tidy and presentable throughout the shift and at the conclusion of the shift.
- If items are running low, inform stand lead or, if applicable, help restock.
- Mix and pour drinks; some knowledge of mixed drinks is helpful.
- Open cans to distribute to patrons (suggested can opener: <https://a.co/d/01Ojhps7>).
- Clean up any unused items and perform closing duties (ie, sweep/mop floors, wipe counters, etc.).
- Bartender:
 - Mix and pour drinks; some knowledge of mixed drinks is helpful.
 - Open cans to distribute to patrons (suggested can opener: <https://a.co/d/01Ojhps7>).
 - Ensure the area is tidy and presentable throughout the shift and at the conclusion of the shift.
 - Help with inventory as needed.
- Cook:
 - Perform inventory counts at the start and end of event.
 - Prepare food.
 - Determine food needs based on sales.
 - Restock food items as needed.
 - Minimize spoilage.
 - Clean dishes.
 - Ensure the area is tidy and presentable throughout the shift and at the conclusion of the shift.
 - Help clean overall stand at the end of the event.
- Runner:
 - Help move products from one place to another (ie, either one stand to another or from main cooler/storage to display for sale).
 - Help clean overall stand at the end of the event.

Management of Funds:

- Funds are distributed to Teams Elite according to venue policies. The below policies may change if venues change their policies. No credits will be finally applied to a skater's account until the funds are received by TE. If the venue fails to distribute funds to TE for any reason, the skater's account will not be credited.
- The venues set the commissions percentages for alcohol, food, and non-alcoholic beverage sales.

- Cash tips are split equally among TE workers at the event. All workers at the venue will equally split 100% of the cash tips earned by TE workers that night at the venue. If TE is running more than one booth at the same event, cash tips may be distributed by bar especially if the hours worked vary. If the hours are equal for all booths at the venue, tips will be combined and split equally. Any person stealing cash tips and/or not submitted equally with fellow workers at an event will no longer be allowed to participate in Concert / Concession Fundraising starting immediately, even if they are signed up for other events.
- All tips must be added / selected by the customers, either cash or credit card tips. TE workers are not permitted to add tips when checking out customers. Non-compliance will result in disqualification from participating in the Summer Concert Fundraising Program. Please note that cash tips may be limited due to concert venues transitioning to a cashless system.
- TE workers receive 90% of commissions and 100% of credit card tips, while the TE Fundraising Account receives 10% of commissions. The allocation of funds in the Fundraising Account is determined solely by the TE Board, and Concert & Concession volunteers do not have input on how these funds are used. In some events where tips are not individually calculated and TE receives a lump sum payment instead, TE workers will receive 90% of the total amount, and the TE Fundraising Account will receive 10% of the total amount.
- Joliet Slammers - TE workers will earn one share per shift worked. The TE Treasurer will split the amount among all workers based on the number of shares earned (for example, if a TE worker earns 9 shares out of 100 possible shares, they will receive 9/100 (9%) of the total to be distributed to TE workers. The number of shares earned will be the same, no matter where the TE workers worked within the venue.
 - Dates for shares will be grouped as follows: TBD

Grouping of dates for share calculations will be determined and communicated by Teams Elite at a later time based on venue schedules and finalized event details.

- Credit Union 1 Amphitheater in Tinley Park, IL - TE workers will earn one share per shift worked. The TE Treasurer will split the amount among all workers based on the number of shares earned (for example, if a TE worker earns 9 shares out of 100 possible shares, they will receive 9/100 (9%) of the total to be distributed to TE workers. The number of shares earned will be the same, no matter where the TE workers worked within the venue.
 - Dates for shares will be grouped as follows: TBD

Grouping of dates for share calculations will be determined and communicated by Teams Elite at a later time based on venue schedules and finalized event details.

- American Family Insurance Amphitheater & Summerfest in Milwaukee, WI requires a minimum number of workers and will be divided into shares as follows. TE workers will earn one share per shift worked. The TE Treasurer will split the amount among all workers based on the number of shares earned (for example, if a TE worker earns 9 shares out of 100 possible shares, they will receive 9/100 (9%) of the total to be distributed to TE workers. The number of shares earned will be the same, no matter where the TE workers worked within the venue. Participants of the Summerfest event are responsible for the cost of additional liability insurance, which will be divided equally among all participants
 - Dates for shares will be grouped together as follows:

Grouping of dates for share calculations will be determined and communicated by Teams Elite at a later time based on venue schedules and finalized event details.

- Seat Geek events will be divided into shares as follows. TE workers will earn one share per shift worked. The TE Treasurer will split the amount among all workers based on the number of shares earned (for example, if a TE worker earns 9 shares out of 100 possible shares, they will receive 9/100 (9%) of the total to be distributed to TE workers. The number of shares earned will be the same, no matter where the TE workers worked within the venue.
 - Dates for shares will be grouped together as follows: TBD

Grouping of dates for share calculations will be determined and communicated by Teams Elite at a later time based on venue schedules and finalized event details.

- Soldier Field events will be divided into shares as follows. TE workers will earn one share per shift worked. The TE Treasurer will split the amount among all workers based on the number of shares earned (for example, if a TE worker earns 9 shares out of 100 possible shares, they will receive 9/100 (9%) of the total to be distributed to TE workers. The number of shares earned will be the same, no matter where the TE workers worked within the venue.
 - Dates for shares will be grouped together as follows: TBD

Grouping of dates for share calculations will be determined and communicated by Teams Elite at a later time based on venue schedules and finalized event details.

- Wrigley Field events will be divided into shares as follows. TE workers will earn one share per shift worked. The TE Treasurer will split the amount among all workers based on the number of shares earned (for example, if a TE worker earns 9 shares out of 100 possible shares, they will receive 9/100 (9%) of the total to be distributed to TE workers. The number of shares earned will be the same, no matter where the TE workers worked within the venue.
 - Dates for shares will be grouped together as follows: TBD

Grouping of dates for share calculations will be determined and communicated by Teams Elite at a later time based on venue schedules and finalized event details.

- Notre Dame Stadium events will be divided into shares as follows. TE workers will earn one share per shift worked. The TE Treasurer will split the amount among all workers based on the number of shares earned (for example, if a TE worker earns 9 shares out of 100 possible shares, they will receive 9/100 (9%) of the total to be distributed to TE workers. The number of shares earned will be the same, no matter where the TE workers worked within the venue.
 - Dates for shares will be grouped together as follows: TBD

Grouping of dates for share calculations will be determined and communicated by Teams Elite at a later time based on venue schedules and finalized event details.

- For any new venues added, the way the funds will be distributed will depend on how the venue will distribute funds to TE. This information will be shared with workers as soon as possible after contracting with a venue.
- Credit balances can be shared between siblings and cannot be transferred to another family / skater during the season.
- If there is a credit balance at the end of the season the balance will be transferred to TE's general fundraising account if not carryover to next season.
- To use funds from concerts, email Evette to request use with details on how the funds should be applied.

Carryover of Fundraising Earnings:

Teams Elite has implemented a fundraising policy that allows volunteer earnings to be carried over into future seasons. This enhancement provides families with the opportunity to continue volunteering at concerts throughout the year and accumulate funds that can be applied toward future team expenses.

Any unused fundraising balances will automatically roll over to the following season, provided the skater remains an active member of Teams Elite. If a family discontinues participation with the organization, any remaining fundraising funds will be retained by Teams Elite and allocated to the general fundraising fund to support the program as a whole.

Shift Sign Ups & Priority:

- Each venue will assign the number of TE workers per event.
- TE workers are assigned through a sign-up link, which will close two weeks prior to the event. Workers will be assigned to work in the order signed up, and once the number of workers is exceeded a Waitlist will be generated. We will try to get as many on the waitlist in to work the event as possible.

- Please note that more people may sign up than are allowed to work at the event due to venues changing the number of workers they are accepting. In such cases, the random cut policy will apply to ensure fair and equitable volunteer assignments.
- If longer than 3 weeks from an event, workers can complete the cancellation form if they need to remove their signup. Workers will be removed from the event. Those on the waitlist will be given priority to work based on the order they are on the waitlist.
- If within 3 weeks of the event, workers can complete the cancellation form if they need to remove their signup, **but** must find a replacement. The replacement must be part of the Concert & Concession Fundraising Program.
- No-show fee of \$200 if a worker or replacement does not show up or if a worker cancels within 3 weeks and does not find a replacement.
- Arrival time communicated by the venue; late arrivals are docked a percentage of earnings depending on the time of arrival.
- The TE Event Lead (assigned by the Concert & Concessions Fundraising Co-Chairs) is responsible for directing TE workers within the venue and has final authority over station, booth, and role assignments. Certain roles require experienced workers.
- When a venue limits the number of workers, the Concert & Concession Chairpersons will be required to make cuts to those signed up. In such cases, cuts will be made according to the following priorities:
 1. Volunteer(s) to be cut
 2. By date of sign up
 3. Limited to one (1) person per skater family
 4. Random cuts based on a random generator. If a family has someone cut from the random generator, they will be removed from the random generator to ensure an equitable distribution of random cuts. All families are subject to random cuts and in the case that it is required to cut the number of volunteers at multiple events, workers will not be cut for a second event until all workers for that event have been cut once.

Fundraising Committee Exception

Any member of the **Fundraising Committee** who **leads a fundraising activity** will receive **one free pass per season**, allowing them to be exempt from a random cut. Free passes will be issued by James Chen and are valid for one event per season. Everyone is welcome to join the Fundraising Committee and take the lead on an activity.

Inventory and Reconciliation:

- The venue may require inventory of all items after concessions are closed. All workers must stay and participate in the closing and inventory activities, and everyone will be dismissed as a group.
- A minimum of two TE workers will be involved in sales/cash verification.
- Cash tips are divided equally among workers at the end of the event, as discussed above.
- All workers must stay until inventory and verification are completed. Any workers leaving early will be docked a percentage of earnings depending on the time of departure.

Code of Conduct:

At Teams Elite, we are committed to maintaining a professional and respectful environment for all individuals participating in the program. All workers must remember that we are representing Teams Elite and conduct themselves accordingly.

All TE workers must:

- Conduct themselves professionally and respectfully and treat everyone with kindness and respect.
- Adhere to respective venue policies.
- Be aware there is no consumption of venue food/beverages (unless provided by the venue); purchase of food and non-alcoholic beverages are allowed at venue cost. No alcohol may be purchased or consumed while working under any circumstances.
- Not be under the influence of drugs or alcohol while working events.
- Show up for scheduled shifts or arrange replacements.
- Be on time and stay until dismissal following event completion.
- Follow tip policy.

Consequences of Non-Compliance:

- Immediate disciplinary actions for non-compliance, up to and including exclusion from future events as decided by the Review Committee.
- Formation of Review Committee (two TE workers, two TE board members), appointed by the TE Executive Board.
- The committee will gather all necessary information and statements related to the incident. The committee will vote on a disciplinary action, up to and including removal of the offender from future participation in the Summer Concert & Concessions Fundraising Program. A majority vote is required to enforce any disciplinary action. Any person caught stealing cash tips will immediately be removed from future participation in the Summer Concert & Concessions Fundraising Program.
- Notification of review outcome will be given to the TE Worker as soon as it is finalized.

Acknowledgment:

You must acknowledge that you have read, understood, and agree to all terms in this policy on the form: TE 2026 Concert & Concessions Fundraising Program Interest Form & Policy Agreement.