



NextGen Committee Handbook

Program Overview: The purpose of this committee is to allow members between the ages of 16-20 years old an opportunity to volunteer and be an integral part of the Heart O' Texas Fair & Rodeo (HOTFR). The goal of the NextGen Committee is to encourage volunteerism among the youth in our community. Committeemen will gain valuable skills that will help build themselves into young leaders in the community while also being a part of something bigger than themselves.

Requirements:

- 16-20 years old
- Apply for the program each year
- Attend a selection interview each year
- Sell a minimum of \$500 in discounted Fair & Rodeo tickets and/or sponsorship sales.
- Attend following mandatory meetings:
 - Pre-Sale & Orientation – May 28, 2026, 5:30 pm, BASE at Extraco Events Center
 - Team Building – Date & Location TBD
 - Fair Tour – October 5, 2026, 5:30 pm, South Entrance of the Coliseum
- Fulfill a minimum of 15 volunteer hours at sanctioned NextGen events throughout the year of service.
- Must have a minimum GPA of 85 or 3.0

Policies:

Meeting Attendance: Committeemen **must attend** scheduled program meetings (these are in addition to your required volunteer hours)

1. Pre-Sale & Orientation Meeting – May 28, 2026, BASE at Extraco Events Center
2. Team Building – Date & Location TBD
3. Fair Tour – October 5, 2026, 5:30 pm, South Entrance of the Coliseum

Work Shift Attendance: Committeemen are required to work a minimum of 15 hours during sanctioned NextGen events throughout the year of service. Should you be unable to attend an assigned shift, immediately notify the adult NextGen Committee chairman.

Communication: The primary method of communication from the adult NextGen Committee chairman is via email and phone/text. It is imperative that you monitor email, voice mail, text messages, smartphone app notifications, etc. and that you return messages/calls in a timely manner. It is the responsibility of the committeeman to notify the adult NextGen Committee chairman of any changes to phone numbers or email addresses

Dress Code: Committeemen must wear jeans, closed-toe shoes and a NextGen shirt while on duty. Each committeeman will pay \$50 (amount subject to change) for the 2026 year for clothing which will include: a NextGen Committee Polo and a NextGen Committee T-Shirt.

Age Policy: Committeemen must be between the ages of 16 and 20 years old by June 1st of your application year.

General Rules:

1. Absolutely NO drug or alcohol use or possession is permitted by committeemen at the HOTFR grounds or events associated with the HOTFR. Committeemen must NEVER report to a shift under the influence. Membership will be revoked if such actions occur.
2. Committeemen shall represent themselves in a professional and respectful manner at all times and follow the standards of the conduct and code of ethics when serving as a volunteer of the HOTFR.
3. Failure to show up to your assigned shift to work will result in consultation with the adult NextGen Committee chairman to determine appropriate course of action. More than one “no show” will result in removal from the committee. The adult NextGen Committee chairman and fair staff reserve the right to remove an individual from the program at any time.
4. Committeemen must sign in and out at the beginning and end of each shift as instructed.
5. Committeemen will work with another junior volunteer or adult member at all times.

Code of Ethics:

Purpose

The reputation for fairness and excellence depends on the collective commitment of our directors, officers, committeemen and employees working together in a manner that merits trust and confidence from our customers, communities, and most importantly, the youth we serve. The purpose of this document is to convey those basic principles of conduct.

Objective

The primary objective of this document is to reinforce accountability for responsible and mature behavior in all who represent our organization.

- a. All persons professionally associated with our organization are expected to adhere to the spirit and the letter of all laws, rules and regulations. Illegal or unethical actions are unacceptable, and willful violation of the substance, intent, or implementation of this document will be grounds for appropriate disciplinary action.
- b. Each employee, Committeeman, or NextGen Committeeman must keep the interest of the HOTFR foremost in mind while providing assistance to spectators, performers and participants of the HOTFR.
- c. Each NextGen Committeeman must give, to the best of his/her ability, comprehensive and thorough support of the respective committee membership.
- d. Each NextGen Committeeman must acknowledge and support the proper and authorized uses of HOTFR equipment and resources.
- e. Each NextGen Committeeman must thoroughly understand the needs of the respective committee before proceeding with recommendations.
- f. Each NextGen Committeeman must be honest and trustworthy, avoid harm to others, be fair, not discriminate and respect the privacy of others.
- g. Each NextGen Committeeman must avoid making financial commitments for the HOTFR without advance approval by HOTFR management.
- h. All statements to the media are to be approved by the President, or appointee of the HOTFR management team.

Credential Policy

A. NextGen Committee credentials shall provide admission to: the Heart O' Texas Fair & Rodeo and the livestock show for the badge holder only.

B. NextGen Committee lanyards shall not provide parking privileges or admission to various restricted areas such as, but not limited to, the Back Porch Club, rodeo chute area, entertainer dressing rooms, judging rings/arenas, etc.

General Information and Procedures

A. Credentials are non-transferable and are for the exclusive use of the individuals to whom they are issued. The act of loaning, giving or selling lanyards to other individuals is strictly prohibited.

B. Any member/individual found to be duplicating or attempting to reproduce lanyards, parking permits or other similar items without written permission from HOTFR management may be prosecuted to the fullest extent of the law and/or permanently expelled from HOTFR NextGen Committee membership.

C. Credentials issued which are stolen or lost may be replaced if the lanyard holder submits a written statement to the President/CEO's office documenting the extenuating circumstances. Depending on the circumstances involved, the Fair shall not be obligated to replace a lanyard that has been lost or stolen.

D. Credentials shall be issued only to committeemen, staff and individuals approved by members of the Board of Directors or their designee. Such lanyards shall be issued by the President's office for the expressed purpose of conducting daily duties, responsibilities, public relations endeavors and general promotion of the HOTFR.

E. Credential holder agrees to sign a Liability Release/Indemnity form and a Code of Ethics Acknowledgement form prior to receiving credentials or beginning service as a HOTFR NextGen Committee member.

F. Individuals issued credentials shall adhere to the rules, procedures and guidelines expressed herein. Under no circumstances shall individuals receive more than one (1) committee lanyard except in cases as stated herein. Proven abuse of lanyard privileges shall be considered grounds for forfeiture of the lanyard and possible revocation of HOTFR privileges. Conduct of lanyard holders should always be positive and consistent with the aims, purposes, character and integrity of the HOTFR as outlined in the Committee Management Program Vision Statement and Code of Ethics.

Parking Permit

A. Each NextGen Committeeman will be issued one (1) parking permit. The permit is good for year-round parking at the Extraco Events Center.

B. Each permit allows access to designated parking areas only. The permit will not allow access to restricted areas

Pre-Sale Campaign Incentives:

NextGen Committeemen have the opportunity to earn scholarship dollars.

Award Level	Production Value	Cumulative Scholarship Value
1	\$500	T-Shirt
2	\$1,000	\$75
3	\$1,500	\$175
4	\$2,000	\$300
5	\$3,000	\$450
6	\$4,200	\$600
7	\$5,400	\$1,600
8	\$6,600	\$1,750
9	\$7,800	\$1,900
10	\$9,000	\$2,050
11	\$10,200	\$2,200
12	\$11,400	\$2,350
13	\$12,600	\$2,500
14	\$13,800	\$2,650
15	\$15,000	\$2,800
16	\$16,200	\$2,950
17	\$17,400	\$3,100
18	\$18,600	\$3,250
19	\$19,800	\$3,400
20	\$21,000	\$3,550



2026 Heart O' Texas Fair & Rodeo

NextGen Committee

Absence Policy

Each item below refers to ALL Committeemen

1. Excused Absences:

- a. Absences that are unforeseen, for reasons such as family emergency, health, etc. that are not known 24 hours prior to the event.
- b. A parent or guardian, not the Committeeman, must email the NextGen email account to let the adult NextGen Committee chairman know of the absence.
- c. Only two excused absences will be granted per Committeeman.
- d. If a third excused absence is requested, the Committeeman will be removed from the program.
- e. Absences will be at the discretion of the adult NextGen Committee chairman, vice chairman and Fair Staff.

2. Unexcused Absences/No Shows:

- a. If a Committeeman signs up to work an event and has a conflict arise, they must give a full 48 hours' notice to the adult NextGen Committee chairman or Fair Staff in charge of that event. If she gives a full 48 hours' notice, they will NOT be penalized as long as the cancellation is not deemed as a multiple cancellation.
- b. Multiple cancellations for any reason other than those identified as an excusable absence will result in removal from the NextGen Committee.
- c. Each Committeeman will be allowed one cancellation for reasons not stated above, unless extenuating circumstances are presented.
- d. On the second cancellation, the Committeeman will receive a "No Show." If you receive two "No Shows" you will be removed from the Committee.



presented by 

2026 Heart O' Texas Fair & Rodeo

NextGen Committee

AGREEMENT OF POLICIES & RULES

As a Heart O' Texas Fair & Rodeo NextGen Committeeman, I agree to execute my duties to the best of my abilities and follow all rules as stated in the handbook. I understand that I am an ambassador to the Heart O' Texas Fair & Rodeo, therefore expected to exhibit exemplary behavior at all times. I will bring commitment, excitement, and energy to the program as well as serve as an example to those in the community.

I further understand that my duties will be given to me by the adult NextGen Committee and/or Fair Staff. Upon the display of any unacceptable behavior or violation of rules, the adult NextGen Committee and Fair Staff has the power and justification to relieve me of my title as a Heart O' Texas Fair & Rodeo NextGen Committeeman.

Yes, I understand the statement above and the policies and rules outlined in the 2026 Heart O' Texas Fair & Rodeo NextGen Committeeman Handbook:

NextGen Committeeman Signature

NextGen Committeeman Printed Name

Parent/Guardian Signature (If committeeman is under 18)

Parent/Guardian Printed Name (If committeeman is under 18)

Date

