



Re: New Volunteer Policy

This letter is to inform all members of a significant change to our volunteer policy. For the 2012 season we will be introducing a mandatory volunteer deposit. This deposit will be returned upon completion of your volunteer hours. The board looked at several key points before making this decision:

1. The majority of members are not completing their volunteer hours. Many members have done little to no volunteer work for the club.
2. A minority of members outside of the board are doing well beyond their required volunteer hours. These members are beginning to feel frustrated that they are giving up their time for the club and not seeing their peers/teammates/clubmates doing the same.
3. The more volunteer hours the club sees from its members, the less expenses we incur and the more revenue we generate, keeping costs for members down. We have strived to maintain dues at a reasonable amount for members – there has not been a dues increase in three years and there will not be a dues increase this year.
4. Assuming we have 65 senior members (each contributing their 24 hours) and 30 U-19 members (each contributing their 8 hours), the club receives 1800 volunteer hours. If we paid someone MINIMUM WAGE (\$9.40/hour) the expense incurred by the club would be \$16,920. If that \$16,920 was spread to all members of the club (including 25 mini players), dues would increase across the board by \$140 per person per year. Realistically, it would not be an even distribution per player, so senior players would shoulder the majority of that increase, meaning your dues would increase by more than that. And this is assuming we could get someone qualified to do all the work we need done for minimum wage.

The Policy

1. All senior players will complete 24 hours of volunteer service to the club. All U-19 players will complete 8 hours of volunteer service to the club.
2. All senior players are required to submit a total of \$160 as their volunteer deposit. This can be done as cash or post-dated cheques. Cheques will only be cashed at the end of the 2012 calendar year.
3. All U-19 players are required to submit a total of \$50 as their volunteer deposit. This can be done as cash or post-date cheque.
4. For senior players, half the money will be returned at 12 hours completed, the other half returned upon 24 hours being completed. For those choosing to use cheques, this would mean we would need two post-dated cheques.
5. If you do not want to work your volunteer hours the club will cash your volunteer deposit in return for your volunteer hours. Please let the treasurer know if this is desired.
6. Cheques which are cashed and are NSF will be charged an additional fee to cover the bank charges that are incurred by the club.
7. Any member that refuses to do their volunteer hours or pay the volunteer deposit will be considered in bad standing and may be refused membership in subsequent seasons.

Implementation

As this is the first season and this will be a change to our system, we will not be expecting the volunteer deposit at the same time as dues. With the beginning of the season scheduled for early May, we will be expecting volunteer deposits to be in for the beginning of the season. If there is a legitimate reason why this deadline is unfeasible for any members, please speak to your representatives and the treasurer about coming up with a timeline. Ultimately, if you have not put in your deposit or spoken to your rep about when you will have it, your playing card will be taken away and you will be unable to play until the deposit is turned in.

Future seasons will require the deposit to be paid at the time of dues payment.

Volunteer Tracking

Volunteer hours will be self-tracked. There will be a volunteer station set up in the foyer of the clubhouse at which volunteer opportunities will be posted and a recipe box with volunteer cards will be stationed. Each member will have a card for themselves. These cards will be filled out at each volunteer event (or shortly thereafter if it is not at the club) indicating the hours worked and must be signed off by a member of the board who can verify you were there. Each member is responsible for ensuring their card is completed and verified, as this is what the board will use to track hours. Upon completion of 12 hours and 24 hours, please inform your team rep and your portion of the deposit will be returned as soon as possible.

We appreciate all the hard work our volunteers do but we need this to be a club effort from everyone, not just from the same handful of people. What happens at Pirates, and is the same in most other clubs, is the problem of volunteer burnout. When the same people put in all their time to make an organization special, somewhere people want to be, they get tired, frustrated and eventually quit. Be part of the reason Pirates is one of the best clubs in the city. Take pride in how the grounds look. Give back to the community that ultimately we need to pull players from. Show your teammates the respect they deserve by standing along side them, not just on the pitch, but off of it as well. Instead of saying “Someone else will take care of it” say “I’ll take care of it.” Because if more people don’t start saying the latter, there will not be someone else there to do it.

Yours in blue,
The 2012 Board

President – Kady Martin
Vice-President – Kirsten Leigh
Treasurer – Alexa Fleming
Secretary – Levi Fournel
VP Facility – Tom Toma
VP Social – Andrea Leigh
VP Mens – Dylan Orr
VP Womens – Amelia Towns

Member at Large – Mark Grenier
Member at Large – Thomas Hyland
Member at Large – Jodie Olson
Member at Large – Sara Rehberg
Member at Large – Matthew Rubuliak
Member at Large – Virgil Sutherland