



## Volunteer Bond - Frequently Asked Questions with Answers

**1. Why is the Club implementing a Volunteer Bond?**

The Volunteer Bond has been implemented to encourage more members to come forward and get involved.

**2. Who decided to implement a Volunteer Bond?**

The concept was introduced more than 10 years ago by previous boards and it has become a discussion point every year. The 2018/2019 Board of Directors voted unanimously to implement a Volunteer Bond.

**3. How much is the Volunteer Bond?**

Program	Volunteer Time Required	Volunteer Bond
Bunnies and Adults programs	Varies/Determined by the Program	\$0
Jackrabbits, Marmots, Teen Ski, Biathlon Bears	6 hours	\$100
Track Attack/Racing Bears	12 hours	\$200
Cross Country T1	18 hours	\$300
Biathlon T1	24 hours	\$300
Cross Country T2, LC, ULLR	24 hours	\$400
Biathlon T2 and LC	30 hours	\$400
Cookie Baking – All Families	+2 hours	Required for the Poetic Cookie Monster

**4. How many volunteer hours do I need to contribute to the club?**

See table in Question 3.

**5. I'm too busy and don't want to volunteer. Can I opt-out?**

You cannot opt-out in the beginning of the season but if you choose to not volunteer, your credit card will be charged at the end of the season. There are so many fun, easy volunteer opportunities, it won't be difficult to earn your time.

**6. What volunteer roles are available?**

There is a broad range of volunteer roles, from helping at events and races to coaching Bunnies and Jackrabbits to moving snow at Confederation Park Golf Course. Volunteer opportunities with signup sheets will be promoted throughout the year as volunteers are needed.

**7. Why do members need to volunteer more hours for the Biathlon T1 and up programs than the Cross Country T1 and up programs?**

The Biathlon programs need more volunteers for practices and for races than the Cross Country programs, therefore, more volunteer hours are required.

**8. Why isn't there a volunteer bond for Bunnies?**

We've chosen not to do a volunteer bond for Bunnies because the Bunnies program lasts fewer weeks and has shorter duration classes than our regular programming. Bunnies parents are still required to volunteer to support the on-snow sessions. These volunteer needs will be communicated by the Coaches at the start of the season.

**9. How are my volunteer hours being tracked?**

You are responsible for tracking your own hours. A link to the volunteer tracking sheet on our google drive will be shared with all members at the beginning of the season.

**10. If I only complete 50% of my volunteer hours, will my credit card still be charged?**

Your credit card will be charged 100% of the volunteer bond. This encourages volunteerism within the club.

**11. Who do I talk to about volunteer opportunities?**

You can email the foothills administrator ([foothills@foothillsnordic.ca](mailto:foothills@foothillsnordic.ca)) who will then provide you with a contact person for the type of volunteering you are interested in.

**12. If I volunteer extra hours, can I work off my bond for the following year?**

No, once the season is done and we move into a new registration year, a new bond is created.