



## Foothills Nordic Ski Club Volunteer Policy

### Overview

The operation of the Foothills Nordic Ski Club is performed primarily by the volunteer efforts of its passionate and tireless members. Volunteers are critical to our success. Their contributions enable our club to keep the cost of programs, camps, travel and events as low as possible. They have been vital to our expansion and advancement over the past 50+ years.

### Volunteer Bond

In 2019, the Board voted to implement a minimum volunteer requirement for many of our programs to encourage all members to become active in the operation and success of our club. The requirement is based on a time commitment and administered using a **volunteer bond**. Members who are unable to contribute their time by volunteering will have to pay the bond at the end of the season. The credit card on file from these members' registrations will be charged if their volunteer requirement is not fulfilled.

### Volunteer Time Commitment and Bond Value

The following table outlines the minimum number of hours required to volunteer for the earmarked programs and the corresponding volunteer bonds if that time is not contributed.

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

Families who have more than one child in FNSC programs will be expected to contribute volunteer hours based on their child's program **with the highest volunteer time required**. For example, the Faulkner family has three children in FNSC programs – Larissa is in JR 3, Byron is in TA and Brian is in Biathlon T1. The Faulkner family will be expected to contribute 24 hours of volunteer time based on the Biathlon T1 commitment required. If they only contribute 12 hours, they will still be charged the full bond of \$300 at the end of the season.

### Tracking Volunteer Time

**A volunteer tracking sheet will be uploaded to FNSC's shared google drive.** Each registration year, the link will be shared with all members. The alphabetized membership list will be divided by program so members can

easily find their name and their volunteer time requirement. **It will be each member's own responsibility to report their time and ensure they fulfill their volunteer requirement.**

### Earning Volunteer Time

Volunteering for the club is FUN! It's a great way to meet other club members, learn new skills and make a difference. In any given ski season, there are copious ways to earn volunteer time.

The following table is a small sampling of volunteer roles available in the club and the corresponding time earned for the activity. MANY more roles exist. For example, we need over 120 volunteers just for the Cookie Race!

Position or Activity	Time Earned	
Board Member	Completing these roles earns the <b>Full Bond</b>	
JR Manager		
Clothing Coordinator		
Adult LTS/Masters Coach (full season)		
Jackrabbit Coach (full season)		
Bunnies Coach (full season)		
Alberta Cup Chief		
Cookie Race Chief		
Snow Camp Organizer		
Snow Farming	These roles have higher commitment than the volunteer bond requires. Volunteering for one of these roles will meet your family's bond commitments.	
Stadium Set-up		
Course Sweep		
Feed Station Team Member		
Officiating		
Club Day Helper		
Year-End Celebration Hall Decorator		
Welcome Back BBQ Grocery Shopper		
Snowmaking		
Snowfarming		
Trailer Move		
Casino Volunteer		
Cookie Baking for Cookie Race		2 hours from all families