



## Volunteer Bond - Frequently Asked Questions with Answers

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

The Volunteer Bond is 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 first Volunteer Bond was implemented in 2019/2020 and due to the overwhelming success with volunteer turnout, the Board decided to continue with a Volunteer Bond for the 2021/2022, its third season. This Bond was determined based on the findings from previous seasons, as well as taking into account the uncertainties regarding the COVID-19 pandemic and potential adjustments to program activities and deliverability.

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

Program	Volunteer Time Required	Volunteer Bond
Bunnies programs	3 hours	\$50
Jackrabbits, Marmots, Teen Ski, Biathlon Bears	5 hours	\$100
Track Attack/Racing Bears	10 hours	\$200
Cross Country T1	14 hours	\$300
Biathlon T1	18 hours	\$300
Cross Country T2, LC, ULLR	18 hours	\$400
Biathlon T2 and LC	24 hours	\$400
Masters XC, Biathlon & Learn2Loppet	3 hours	\$50
Cookie Baking – All Families		Required for the Poetic Cookie Monster

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

See table in Question 3.

The Board suggests that family members personally keep track of their time spent, for their own records. Please refer to your records before asking the Volunteer Director questions about how many hours completed and/or remaining for your family.

**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 is there a volunteer bond for Bunnies this year?**

Based on feedback from the Bunnies coaches during previous seasons, it is apparent that parental assistance is needed for the successful delivery of these programs. In light of this, a volunteer time requirement has been established for the Bunnies program.

**9. What if I have more than 1 athlete registered in a FNSC program?**

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. Furthermore, that family is only required to volunteer the time requirement specified for that one athlete, and not the cumulative time specified for each athlete registered.

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

Volunteer hours will be recorded in [Galaxy](#). Please contact the program designate or the Volunteer Director ([volunteer-director@foothillsnordic.ca](mailto:volunteer-director@foothillsnordic.ca)) and/or Foothills Administrator ([foothills@foothillsnordic.ca](mailto:foothills@foothillsnordic.ca)) if you have any questions.

**11. 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.

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

You can speak with your program designate, and/or email the Volunteer Director ([volunteer-director@foothillsnordic.ca](mailto:volunteer-director@foothillsnordic.ca)) and/or 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.

**13. 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, and a new bond is created. Carry-over from the previous season is not allowed.