



## 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 Club initiated a Volunteer Bond, and it was a success! Implementation of the Volunteer Bond continues for current season in an effort to encourage all members to become active in the operation and success of our Club and to keep costs from rising for our membership. Members who are unable to contribute their time by volunteering will have to pay the non-prorated 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 specified programs and the corresponding volunteer bonds if that time is not contributed.

Program	Volunteer Time Required	Volunteer Bond
Bunnies programs	3 hours	\$50
Jackrabbits, Adventure 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, Post Secondary	18 hours	\$400
Biathlon T2 and LC	24 hours	\$400
Masters XC, Biathlon and Learn2Loppet	3 hours	\$50
Adult Learn to Ski, Technique Improvement, Intro to Skate, Women’s 55+	0 hours	\$0
Cookie Making – All Families		Required for the Poetic Cookie Monster

*Note: Subject to change depending on program changes caused by unforeseen circumstances (e.g., COVID-19)*

**Families who have more than one child in FNCS programs** will be expected to contribute volunteer hours based on the child's program **with the highest volunteer time requirement**. For example, let's say the Smith family has three children in FNCS programs – Sally is in Jackrabbits 3 (5-hour commitments, Byron is in Track Attack (10-hour commitments and Johnny is in Biathlon T2 (24-hour commitments). The Smith family will be expected to contribute 24 hours of volunteer time to fulfill their family volunteer commitment for the year, as this has the highest commitment of the three children. If they contribute less than 24 hours, they will still be charged the full (non-prorated) bond of \$400 at the end of the season.

### Tracking Volunteer Time

For most cases, volunteers will sign up for activities using a volunteer hour tracking platform, which will be provided by a designated club member. One (1) credit for each task specified on the sign-up sheet is equivalent to one (1) hour of time (increments of 0.25 can apply). Information from these sign-up will be used by the Volunteer Manager, who will compile summary assessments for the time spent by our Club members.

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 Manager questions about how many hours completed and/or remaining for your family.

### 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. You don't need to be a Club member to volunteer. We welcome family and friends volunteers too, and their hours can be put towards your family's volunteer commitment tally. In any given ski season, there are copious opportunities to volunteer your time. We keenly welcome new people to shadow some of the key roles (e.g., Race Chief) to build knowledge across the Club. No question is a dumb question.

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 and at least that many for each day of Calforex Cup (biathlon) racing!

Position or Activity	Time Earned
Board Member	Completing these roles earns the <b>Full Bond</b> These roles have higher commitment than the volunteer bond requires. Volunteering for one of these roles will meet your family's bond commitments.
JR Manager	
Clothing Coordinator	
Volunteer Coaching Positions (full season)	
Alberta Cup Chief	
Annual Cookie Race Chief	
Snow Camp Organizer	
Stadium Set-up	Completing these roles earns <b>Hours</b> towards the bond. These roles are variable and are based on hours worked.
Course Sweep	
Feed Station Team Member	
Officia.ng	
Club Day Helper	
Year-End Celebration Hall Decorator	

Welcome Back BBQ Grocery Shopper
Snowmaking
Snow Farming (shoveling snow)
Trailer Move
Casino Volunteer