

Volunteering Policy

Introduction

BNWRA is run entirely by volunteers. Parents, guardians or friends of athletes are expected to contribute to the success of that athlete and that athlete's team by sharing in minor official duties (time/score/shot clock) for home games and as specified at tournaments as well as assisting team managers with planning social or team building events.

In addition, every athlete is expected to contribute to the success of the association by fulfilling (if 18 or over) or having an adult fulfill on their behalf, a minimum of four hours in a designated adult volunteering role.

Some of our volunteers devote hundreds of hours each year to the benefit of the club. A four hour minimum is a very small request and is minimal in comparison to other clubs and sports.

Designated adult volunteering roles include:

- Various positions required during the Ice Breaker Tournament.
- Staffing information tables/displays at special events/community outreach and supervising youth volunteers
- Committee chairs
- Coordinator roles (division coordinators, event coordinators)
- Team coaches
- Team managers
- Team on-ice volunteers (FUN 1, 2, 3)
- Board of Directors

BNWRA also seeks youth volunteers to fulfill many on-ice roles and a few off-ice roles at community events. Generally, youth volunteering does not count toward the four hour minimum volunteering requirement. Youth volunteering opportunities may count toward mandatory high school graduation requirements. Athletes can ask school career counselors to contact bnwvicepresadm@gmail.com for information about our volunteering jobs and hours.

Our club cannot operate without adults fulfilling adult volunteering roles.

We do not require members to pay an up-front volunteer commitment deposit, as this could create a financial barrier for an athlete. The vast majority of our members fulfill their volunteering hours willingly and our policy reflects this.

POLICY

Every player rostered to a BNWR team or Zone team must contribute a minimum of four volunteer hours in a designated adult volunteer position. Adult athletes may complete these hours themselves or have another adult complete them on their behalf. Youth athletes must have a parent, guardian or other adult complete the hours on their behalf.

Athletes temporarily released to another association are not required to complete volunteer hours as it is expected that they will be required by the club to which they are released.

Athletes rostered to Team BC or similar high performance teams who do not double card will be assessed an affiliate fee as per LMRL guidelines and are not required to complete volunteer hours.

BNWRA may enforce this Volunteering Policy by blocking future registration with BNWRA until a \$200 no-volunteering fee has been paid.

Priority to Ice Breaker Tournament

BNWRA's Ice Breaker Tournament provides the largest opportunity and need for volunteers. This is a major fundraising event for our club that helps keep registration fees in check. It also provides opportunities for officials in our club to upgrade their certifications and many other benefits for our association. Depending on the size of the tournament and facilities in use, BNWRA may decide that all four volunteer hours (or all remaining hours for those who have completed some) must be given during the ice breaker tournament. Only those members who have completed all volunteering hours prior to the Ice Breaker may request an exemption.

Exemptions are assumed for:

- Rostered team coaches
- Rostered team managers
- Board members
- Major Committee Chairs: Ice Breaker; Fundamentals (Children's Ringette); Equipment

Exemptions may be requested by persons committed to future volunteer work exceeding four hours.

Other Volunteer Opportunities

A list of adult volunteer positions and sign up instructions will be posted on the BNWRA website.

Volunteering Opt-Out Fee

BNWRA prefers its athletes or designates to contribute time rather than money. However, the choice is available. The Opt-Out fee is \$200. It must be paid prior to October 1 and once paid is non-refundable. Payment may be made by e-transfer to bnwrtreasurer@gmail.com, or you may contact the treasurer for additional payment options. Funds collected will be used in the following order:

- Purchase of gift cards or other incentives to staff unfilled volunteer positions* at the Ice Breaker tournament;
- Purchase of gift cards or other incentives to staff unfilled volunteer positions* at community events and Come Try Ringette events
- Purchase of gift cards or other appreciation gifts for youth volunteers

* Incentivized positions do not count toward the four hour minimum

Team managers and others responsible for securing volunteers will be provided with a list of athletes who have paid an opt out fee. Requests to be excluded from emails or other general communications seeking volunteers will not be entertained.