



FORT SASKATCHEWAN MINOR SPORTS ASSOCIATION

TITLE: REMUNERATION & REIMBURSEMENT

POLICY #: 2085

Created: July 15, 2018	Last updated: N/A	Approved: Sept. 28, 2022
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Ver no.	Effective Date	Significant Changes

1.0 Purpose

To outline the rules and guidelines of how directors and officers of the Fort Saskatchewan Minor Sports Association (FSMSA) can receive remuneration and reimbursement.

2.0 Scope

This policy applies to all of the directors and officers of the FSMSA, including the Minor Sport programs under its umbrella, currently including baseball, fastball, gymnastics, hockey, judo, lacrosse, ringette, soccer and any other Minor Sports that may join the FSMSA.

3.0 Terms

Director – All elected or appointed members of the FSMSA’s board of directors. This includes executive members of the Minor Sport programs under the FSMSA’s umbrella.

Indemnification – Reimbursement or other compensation for harm or loss.

Officer – Any director serving in a designated capacity as an “officer” as appointed by the Board of Directors. For example, a “secretary” or “treasurer”.

Remuneration – Any money paid in return for goods or services. This also includes substantial gifts, discounts, or the waiving of fees or dues. It does not include nominal gifts or appreciation events.

4.0 Policy

- 4.1 No director or officer of the FSMSA will receive remuneration for services rendered as a director or officer.
- 4.2 Directors and officers can receive a refund for reasonable expenses occurred during the course of their duties upon presentation of receipts. This can include expenses such as fuel and travel costs pertaining to the duties of their position or the costs of refreshments for a scheduled meeting.
- 4.3 Directors and officers shall be indemnified by the FSMSA against all costs, losses, and expenses within the budget and incurred by them during the course of their duties. This does not include losses caused by the individual’s willful neglect, fraud, dishonesty, or bad faith.



FORT SASKATCHEWAN MINOR SPORTS ASSOCIATION

- 4.4 An FSMSA director or officer can be contracted by the FSMSA or any Sport under its umbrella as seen fit by the Board of Directors or the Executive Board of said Sport. The individual cannot be hired for a job or task that would normally be considered a responsibility of their position as a director or officer. For example, an equipment director cannot be hired to clean the equipment shed.
- 4.5 The Executive Committees of the Minor Sport programs under the FSMSA umbrella will determine the remuneration for its' Executive Committee and membership (example: coaches). All Remuneration Policies will be included in the Policy and Procedures of each sport and will be motioned and voted on, at each Sport's Annual General Meeting.