



Strathmore Lacrosse Club

VOL-POL-2024

VOLUNTEER BOND POLICY

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1 INTRODUCTION

Volunteerism stands as the cornerstone of success for the Strathmore Lacrosse Club. Our club relies on volunteers who play pivotal roles, ranging from coaching and board membership to essential tasks such as operating shot clocks and managing score sheets. Every parent's involvement in volunteering is indispensable to support our players and ensure the club's optimal performance.

1.1 Executive Summary

This document aims to outline, monitor, and enforce the Strathmore Lacrosse Club volunteer bond. Effective tracking and oversight of volunteer commitments are crucial to ensuring their fulfillment.

1.2 Club Values Alignment

This policy aligns with two core values of the Strathmore Lacrosse Club:

- **Grow the Game:** Volunteering is a requirement for registrants to support the club's growth, creating a safe and enjoyable environment for players.
- **Create an Environment of Mutual Respect:** Active volunteerism fosters mutual respect for the game and its players, enabling the club to maintain accessibility and growth.

1.3 Roles and Responsibilities

There are many roles and responsibilities required to monitor and track the Volunteer process.

- **Strathmore Board:** As the orchestrators of the Volunteer Bond process, the board facilitates seamless management and provides members with diverse opportunities to fulfill their commitments.
- **Member Families:** It is necessary parents meet their expected volunteer hours. An alternative option to pay out the bond is available during the registration process. In the event of non-compliance, families are obligated to settle the bond prior to the conclusion of the season.
- **Director of Team Management:** Serving as a liaison, this role ensures effective coordination with team managers to guarantee all requisite volunteer positions are filled. Communication with the Director of Volunteers and timely tracking updates are paramount.
- **Director of Volunteers:** Responsible for interfacing with the Director of Team Management and board members, the Director of Volunteers orchestrates follow-up actions regarding both fulfillment and non-fulfillment of volunteer commitments. Additionally, this role ensures comprehensive communication of volunteer opportunities to team management and members through various channels, including social media and direct emails.
- **Team Managers:** Directly collaborating with team members, Team Managers are tasked with assigning and communicating volunteer opportunities effectively.

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2 Volunteer Bond Description

Strathmore Lacrosse has set the volunteer bond at \$400 per player. The volunteer bond covers additional volunteer commitments such as volunteering for board positions, head coach, assistant coach, jersey parent, team trainer, manager, Redneck Rumble tournament volunteer positions, Canada Day tournament volunteer positions, Roughnecks 50/50, casino (if applicable), committee members for club improvements etc.

Please note, all members, other than bench staff, are expected to participate with game day positions including scoreboard, shot clock, and penalty box assignments on a rotating basis. Payment of a volunteer bond does not preclude you from these efforts.

2.1 Commitment

Strathmore Lacrosse has formulated a points system, discussed below, which provides a simple tracking method. By meeting this commitment, we will make the lacrosse experience better for our players and ensure that Strathmore Lacrosse can offer the best possible outcomes.

During evaluations all member families will be asked to sign an agreement acknowledging the purpose of the volunteer bond and affirming commitment to pay the bond if their commitment is not met. Each member will be required to sign this agreement if you have not already opted out.

2.2 Opting Out

During the registration process, members will be asked if they would like to pay out the volunteer bond. This will require an immediate payment of \$400 per registration. **This bond must be paid before the season begins.**

At any time during the season if a family wishes to opt out, they can send an email to VolunteerCoord@strathmoreLacrosse.com and notify their team manager. The member family will be supplied with an invoice and payment can be received via E-Transfer to our club treasurer.

2.3 Points Structure

The Club requires families to satisfy a 10 point/per player – 20 points/per family volunteer bond by fulfilling one of the club or team volunteer positions below during Box Lacrosse Season.

- 10 hours equals 10 points per player
- 20 hours equals 20 points max per family (this is the maximum commitment required per family)

2.4 Volunteer Opportunities

Volunteer opportunities are numerous. If Member families require clarifications or additional information please contact the Director of Volunteers at volunteercoord@strathmorelacrosse.com

- Coach = Min 10 points *will meet family obligation of 20 points
- Assistant Coach = Min 10 points *will meet family obligation of 20 points
- Team Manager = Min 10 points *will meet family obligation of 20 points
- Trainer on Bench = Min 10 points *will meet family obligation of 20 points

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- Jersey Parent = Min 10 points *will meet family obligation of 20 points
- Board Member = Min 10 points *will meet family obligation of 20 points
- Casinos (When applicable) = Min 10 points *will meet family obligation of 20 points

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- Canada Day Tournament Committee Member (When Club Hosting) = Min 10 Points

(Committee Member entails Tournament, Security, Volunteer and Raffle Table Coordinator positions)

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- Canada Day & Redneck Rumble Tournament Volunteer Shifts = 5 Points per Shift

(Tournament Volunteer shifts include Raffle Table, Apparel Table, Fastest Shot, Chicken Poop Bingo etc.)

- Roughnecks 50/50 = 10 Points per Family *Limited Spots Available

(Roughneck Game TBD)

2.5 Tracking

It is each member's family's responsibility to ensure tracking information is updated and reported to the club. Tracking will be maintained by the team manager (or team volunteer coordinator if applicable). Manager, board positions, and coaching / training staff will be tracked in ramp, as these positions must be tracked there for insurance purposes. Other positions like jersey parent will be done via a tracking spreadsheet per team which will be sent by team management to the Volunteer director monthly. Prior to the end of the season a communication will be sent to team management and members outlining how much commitment remains and opportunities to meet these requirements. Penalties will be applied prior to the start of playoffs if volunteer hours are not fulfilled.

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3 Year End Follow-Up

As the season approaches its conclusion, Member Families who have not fulfilled their commitments will receive communication. During this period, members will be required to either fulfill their commitments through off-season opportunities or opt to pay out their bond.

Failure by member families to either pay out their bond or meet their commitment will result in their designation as members in bad standing. Subsequently, they will be ineligible to participate in Lacrosse activities. The status of being a member in a bad standing will be documented with the Alberta Lacrosse Association.

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