

Lappe Nordic Ski Club (LNSC)

Volunteer Engagement

The operation of LNSC and offering of programs and services depend upon the volunteer efforts of our members. With the exception of our one paid coach, LNSC is run entirely by the efforts of its volunteer members.

LNSC is a “club” composed of “members” and lead by a board of directors. The board of directors has wrestled with how best to continue to operate the club so that it can continue to thrive for the benefit of its members. The result of this “wrestling” has led to the policy outlined in this document.

Rationale for Volunteering by Members

Given that LNSC is a “club” (not a for-profit business) and that a “club” is really just a group of like-minded people who band together for some common purpose, it is reasonable to expect that all members of the club contribute to achieve the purposes of the club. In part, this is achieved by the club charging fees for membership and the programs it offers. The basic club fees are a part of the contribution each member makes. All members benefit from the quality of the facility and the trail system due to the contributions LNSC makes to the Ski Centre. Program fees are a second part of the contribution that members in programs make; however, program fees would have to be much higher, if not exorbitant, if not for the efforts of the club’s volunteers. Without volunteers, we would have to hire people to accomplish our purposes, not an affordable option, and it is our goal to keep the costs of participation in programs as inexpensive as possible to encourage as much participation as possible. Thus we count on members to volunteer to make it all work. Consequently, monetary contributions by members is not sufficient to make the club work. **Members in programs must contribute time and effort beyond program fees for the club to operate its programs.** The problem is that too few have been doing too much, a situation that leads to burnout and potential loss of current volunteers. Volunteers are vital to the successful running of our club from program and event delivery to good governance to provide the many positive and enjoyable sport and recreation experiences the Lappe Nordic Ski Club offers to its members.

Not every member can or will contribute time and effort equally – that is natural; however, the LNSC Board believes there needs to be a minimum level of volunteer commitment from each member receiving direct benefits from programs. In order to achieve this, the Board of Directors has created the following volunteer commitment policy.

Volunteer Commitment for Members in Programs

Each regular LNSC member **enrolled in a program** is required to commit to a bond at the time of acquiring membership in LNSC in the form of an agreement to pay a set amount at the end of the season if he/she does not volunteer sufficiently to “work off” the bond. Members (or members of their immediate family) can also “work off” an individual’s bond.

Five exceptions to the requirement of providing a post-dated cheque are as follows:

1. A member who is not in a program.
2. An “associate member”. Associate members are “friends of the club”. To be in a program, a person must be a regular member, not an associate member.
3. A member who has agreed to volunteer in a major capacity that is identified as fulfilling the “full bond”.
4. Any new member who is joining the LNSC for their first time. Note: Returning members do not qualify as new members.
5. A member who is registered as a Bunny, Jackrabbit Level 1, or Jackrabbit Level 2.

The amount of the bond and the number of credits required to work off the bond are listed in the chart below. For families, the amount of the bond is limited to a maximum of \$300 (6 credits to work off) regardless of the number of family members registered in programs.

Program Category	Bond Amount per Participant	Minimum Volunteer Credits to “Work Off” Bond
Track Attack Program	\$200	4 credits
Lappe Lynx Racing Team	\$200	4 credits
Junior Development Race Team	\$200	4 credits
Junior Race Team	\$200	4 credits
All Race Teams	\$200	4 credits
Biathlon Participants in Above Programs	\$200	4 credits
Jackrabbits Level 3 & 4	\$100	2 credits
All other programs	\$100	2 credits
Maximum per Family	\$300	6 credits

How to “Work Off” the Bond

Volunteer credits are earned by supporting LNSC in its operations including hosting of events, fundraising, coaching, club administration, etc. Volunteer credits can be earned ONLY for volunteer activities approved by LNSC Board of Directors. Volunteer credits must be appropriately logged by “designated” members. Minimum volunteer credits must be achieved in order to fulfill the bond; no prorating of the bond will occur for less than minimum credits stipulated above.

IMPORTANT: *Occasional volunteering within your child’s program such as taking kids on a warm up ski before a race, or “sweeping” the JR group, is a great support to your child’s skiing experience and is*

hugely appreciated by Program Coordinators and Coaches. While it is a valued form of assistance, it IS NOT considered part of our club's official Volunteer Commitment and, as such, cannot be used to work off the volunteer bond.

The list below details many of the volunteer activities and the corresponding credits associated with them. The list is not exhaustive – other volunteer activities can and will, from time to time, be approved by the Board of Directors or by the LNSC Volunteer Coordinator.

Examples of Volunteer Activities and Credits

Volunteer Activity	Credit Towards “Working Off” the Bond
Race Event Volunteer	1 credit per race day
Thursday Night Race Volunteer	1 credit per race evening
Solstice Party Coordinator	1 credit
Valentine Party Coordinator	1 credit
Bingo Volunteer	1 credit per bingo shift
Women on Skis Event Helper	1 credit
Annual Trail/Centre Clean Up	1 credit
Local Race Support (Wax Tech/Testing)	1 credit per race day
Ski Swap Coordinator	1 credit
JR Cupboard Coordinator	2 credits
Prize and Medals Coordinator/Purchaser	2 credits
Assistant Program Leader	1 - 2 credits
Para-Nordic/Adaptive Skier Volunteer Assistant/Guide	1 credit per session
Women on Skis Coordinator	Full Bond
Women's Social Ski Group Coordinator	Full Bond
Jack Rabbit Leader	Full Bond
Adventurer Leader	Full Bond
Track Attack Leader	Full Bond
Midget Leader	Full Bond
Board Member	Full Bond
Out of Town Race Support (Chaperone, Wax Tech)	Full Bond
Outdoor Timing Volunteer Coordinator (All Club Races)	Full Bond
Recreational Technique Instructor	Full Bond
24 h Event Coordinator	Full Bond
ParaNordic Coordinator	Full Bond

In addition to these larger and formal volunteer positions, there will be many other ad hoc volunteer opportunities such as baking for JR café, calculating kids' km board, shovelling sawdust, helping at special JR events such as Sports Day in Canada.