

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 the club's part-time Head Coach and part-time Program Manager, LNSC is run entirely by the efforts of its volunteer members. LNSC is a "club" composed of "members" and led by a board of directors.

Rationale for Volunteering by Members

Given that LNSC is a "club" (not a for-profit business) fees are charged for membership and club programs. 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 function. **Members in programs must contribute time and effort beyond program fees for the club to operate its programs.** 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, 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 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.

Three exceptions to the requirement of committing to a bond are as follows:

1. Individuals registered as "Friends of the Club".
2. Any new members who are joining the LNSC for their first time. Note: Returning members do not qualify as new members.
3. 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
Training Team *	\$200	4 credits
Development Team *	\$200	4 credits
Race Team *	\$200	4 credits
Jackrabbits Level 3 & 4	\$100	2 credits
All one-day-a-week programs	\$100	2 credits
Maximum per Family	\$300	6 credits

* See “Additional Required Volunteering at Bingos & Lappe Fresh Air Races” on the next page.

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. It is the responsibility of the club member to ensure they have communicated to the Club Volunteer Coordinator when they have completed a credit. 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. Alternatively, committing to be an Assistant Coach is an approved credit.*

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
Jackrabbit Group Leader	Full Bond
Track Attack Leader	Full Bond
Youth Development Team 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
Para-Nordic/Adaptive 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, shovelling, and helping at special JR events.

Additional Required Volunteering at Bingos & Lappe Fresh Air Series Races

In addition to the volunteer bond requirements, mandatory volunteering at bingos and Lappe Fresh Air Series races is required for participants of certain programs (or their families on the participant's behalf). First time members (as identified earlier in this document) are exempt from these requirements.

Bingo Volunteering: Bingo assignments will be made by the Bingo Coordinator. Volunteers may trade assignments with other volunteers, but the responsibility to ensure volunteers are at bingos is with the assigned volunteers, not the Bingo Coordinator. Any assignment changes must be reported to the Bingo Coordinator. For any families not in a position to do bingos, an alternative can be arranged by contacting the Bingo Coordinator to discuss a fundraising alternative contribution. Bingo volunteers must be 18 years of age or older.

Lappe Fresh Air Race Series Volunteering: This club-run race series occurs on Thursday evenings in the winter months with approximately 5 race events. Volunteers are needed for a variety of race operating roles.

Track Attack (ages 10 to 12) – 1 or 2 bingos per family as assigned by the Bingo Coordinator AND team members or a family member help at **one** Lappe Fresh Air Series race.

Youth Training Groups (ages 12 to 18) – 1 or 2 bingos per family as assigned by the Bingo Coordinator AND team members or a family member help at **one** Lappe Fresh Air Series race.

Lappe Development Team (formerly Midgets) (ages 12 to 14) – 1 or 2 bingos per family as assigned by the Bingo Coordinator AND team members or a family member help at **one** Lappe Fresh Air Series race.

Lappe Race Teams (ages 14 and up) – For 18 and under and U23 students, **1 or 2 bingos** per family as assigned by the Bingo Coordinator AND team members and their families are encouraged to help with the Lappe Fresh Air Race Series events.