



Volunteer Fee Policy

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For the past few seasons, the membership registration base within the Kemptville District Soccer Club (KDSC) continues to expand as the Township of North Grenville and the surrounding communities continue to grow in population. Unfortunately, the number of volunteers within KDSC has not been increasing at the same rate to keep up with the programming demands within the community.

The dedicated volunteer base that the KDSC does have find themselves carrying an ever-increasing workload within the Club which, in turn, is leading to “*volunteer burn out*”. The Club estimates that approximately 150-200 volunteers are required to operate each of the programs within the Club every year. Without the volunteers, KDSC would not be able to provide the quantity of teams and depth of soccer programming that we all enjoy within the community.

To address the shortage in volunteers, KDSC has implemented a Volunteer Fee of \$30.00 per family of child and youth players as part of the player summer registration. The goal of this volunteer fee is to help increase the number of volunteers so that KDSC can function effectively, efficiently and the ability to continue to provide programming for all our community soccer youth.

Upon completion of a summer season of one of the Club’s identified Volunteer Duties (Program Convenor, Activity/Game Leader, Team Head Coach, Assistant Coach, Manager) those that do come forward to volunteer, they will be reimbursed. A record of the Volunteer duty performed will be maintained by the Club. It is the responsibility of the Volunteer to ensure that their participation is properly recorded by a Director of the Club Board.

Club Volunteer opportunities will be available on a “first come, first choice basis”. You will be asked to select a Volunteer Duty when registering a child or youth player for summer programming, and you will be identified as needing depending on the date the registration was

received. The Club can not guarantee the availability of your first choice. The Club will come to individuals to ensure that all teams/programming can be covered for the youth teams. The volunteer must be at least 14 years old; but does not need to be a family member. If during registration, there are no volunteer choices listed, the Club will assume that you wish to opt out of the volunteer duty.

The Club does recognize that not all individuals or families are able to volunteer. Individuals or families in this situation can opt out of a volunteer duty by indicating this during the summer programming registration process. KDSC will keep the \$30.00 Volunteer Fee in lieu of participating in some capacity as a Club Volunteer.

Ideally there will be no surplus funds from this Volunteer Fee account. Individuals or families that do perform a Volunteer Duty will receive a reimbursement of \$50.00 as a token of appreciation and thank you from the Club Board of Directors.

Should there be a surplus of funds in the Volunteer Account; KDSC is committed to allocating these funds in a manner that will benefit the soccer community or membership as follows:

- Funding financial assistance towards Club soccer program registration fees in support of those families of North Grenville and surrounding communities who might otherwise be unable to play soccer without the necessary financial assistance.
- Funding and support to coaching certification and training requirements.
- Funding and support to match official certification and training requirements.
- Funding and support soccer programming within the local school boards and local church programs.
- Funding to support the hiring of contractors or additional staff to assist in areas where there are insufficient volunteers.
- Excess funds be allocated to Board-approved future soccer programming planning and development within KDSC to benefit the soccer community.