

# **Volunteer Policy**

Last Edited: May, 2017

## Reason for Volunteer Requirement

Fusion requires volunteers to be successful, as do most sport clubs. Program fees do not cover the entire cost of running a soccer club, and if people were hired to handle every aspect of club operation the program fees would need to be much higher. By committing to a certain number of volunteer hours you not only help keep fees down, but you also learn more about the club, meet new people, and become more invested in the development of your child as a soccer player.

## Volunteer Requirement

Fusion members are required to perform a minimum of 6 hours of volunteer work per player per year. Each family will be **required** to pay a “buy-out” fee at registration, the amount of which is set by the Club and may vary from year to year. This fee will be refunded to the member in its entirety if the required minimum number of volunteer hours are performed. If the minimum number of hours are not performed, the amount refunded will be determined in the following manner:

- 0-2 hours worked: no refund will be issued.
- >2 and less than 4 hours worked:  $\frac{1}{3}$  of the fee will be refunded.
- >4 and less than 6 hours worked:  $\frac{2}{3}$  of the fee will be refunded.

Refunds will be processed at the end of the program year (early June). Although we encourage all families to try and perform all 6 hours of service, funds received through the opt-out program allow us to potentially hire temporary help to do some tasks, and also to fund certain activities that benefit the club but for which we may not be able to find volunteers.

We will track volunteer hours. At any event that you volunteer for there should be a sign-in sheet, and you are requested to sign in and sign out. Certain volunteer functions automatically satisfy your volunteer hour requirement (such as being on the Board of Directors, being a team manager, and others). The Club Administrator will have a current total for each member and can give you a report at your request.

Fusion will post a set of open volunteer positions/tasks prior to the beginning of the Program year, and this list will be continually updated during the year as items are completed and new needs are identified.