



BOLTON UNITED HARRIERS & ATHLETICS CLUB

Rev.0
20th Nov 2011

Policy Volunteer Rewards

Bolton United Harriers recognises the important role that volunteers play in all aspects of the Club's activities. Without the efforts of volunteers, the Club would not be able to operate. In recognition of the importance of its volunteers, and as a means of increasing the volunteer resource at the Club, the Committee has introduced this Volunteer Rewards Policy.

The Policy

A number of specific voluntary activities at Bolton United Harriers have been identified by the Committee as being important to the overall effectiveness of the Club's operations.

These are:

- a) Serving as a Committee Member;
- b) Coaching at the Club;
- c) Serving as a Team Manager;
- d) Serving on a Sub-Committee, under the direction of a Committee Member;
- e) Marshalling at an event hosted by Bolton United Harriers e.g. Red Rose, Bolton 10k, a Track & Field league event, etc.
- f) Undertaking any other activity that benefits the Club, as recognised by the Committee.

Volunteers who undertake the above activities will be entitled to the following awards:

1. Committee Member – waiver of 100% of the following year's membership fee, providing the volunteer has attended a minimum of eight Committee meetings within the calendar year, and has performed their role on the Committee to the satisfaction of the Executive;
2. Coaching – waiver of 100% of the following year's membership fee, providing the coach has performed their coaching duties to the satisfaction of the Coaching Director;
3. Team Manager – waiver of 100% of the following year's membership fee, providing the volunteer has performed their role as Team Manager to the satisfaction of the Executive;
4. Sub-Committee Member – waiver of up to 50% of the following year's membership fee, providing the volunteer has performed their role on the Sub-Committee to the satisfaction of the directing Committee Member;
5. Marshalling/Volunteering to Assist with an Event – waiver of 10% of the following year's membership fee, providing the volunteer has performed their marshalling/volunteering duties to the satisfaction of the event organiser;
6. Other activities – waiver of a portion of the following year's membership fee, dependant upon the nature of the activity undertaken by the volunteer, as determined by the Committee.

An evaluation of the rewards to be provided to the Club's volunteers in recognition of their efforts will be undertaken by the Committee at the Committee's February meeting.

Volunteers will be informed of any reward they have earned prior to the deadline for membership renewal (31st March).

Notes

- a) In order to claim their reward, volunteers must note their reward on their membership application for the following year;



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- b) Volunteers are not obliged to claim their reward;
- c) Rewards are only applicable to membership fees for the following year and cannot be carried over to subsequent years;
- d) Where volunteers undertake a combination of activities e.g. marshalling at an event and membership of a Sub-Committee, the rewards for each activity can be accumulated;
- e) For marshalling activities, a volunteer will be awarded the reward for each marshalling activity undertaken;
- f) Where a parent who is not themselves a member undertakes a volunteer activity, the reward can be applied to the membership fees of their child. This is the only circumstance where the reward is transferable;
- g) Where the individual undertaking the volunteer activity is part of a family membership, the reward can be applied to that family membership.

Document History

Rev.0	20 th Nov 2011	Original – adopted as a Policy at the Committee Meeting of 5 th Dec 2011
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