

Lakeland Hawks Volunteer/Fundraising Hours Policy

XI. Volunteer Policy

The Lakeland Hawks Ice Association (LHIA) operates strictly on a volunteer basis. The LHIA relies on our members to keep us operating and running smoothly. As a member of LHIA, you are required to perform a minimal amount of work each year and encouraged to volunteer additional services. This allows the association to keep participation in its programs as affordable as possible. It is the responsibility of members to fulfill their LHIA hours commitment. Any deviation of these requirements must be approved by the LHIA Board of Directors. The time requirements are as follows:

Learn to play hockey families shall meet the following requirements:

1. Although not required to perform volunteer service and participate in fundraisers, it is highly encouraged.
2. Participate in cash raffle at a reduced level.

1st year families shall meet the following requirements:

1. Perform 10 hours of volunteer service in an LHIA approved activity.
2. Help out with a minimum of one rink fundraiser. There is a \$50 buyout option for choosing to not participate in a fundraiser. The fundraiser requirement is in ADDITION to the volunteer hour requirement. Contact fundraiser chairperson to see where you can help.
3. Participate in the cash raffle fundraiser.

All other families shall meet the following requirements:

1. Volunteer/Service hours:
 - a. One Player: Perform 35 hours of service in an LHIA approved activity.
 - b. More than one player: 40 hours of service in an LHIA approved activity.
2. Help out with a minimum of one rink fundraiser. There is a \$100 buyout option for not participating in a fundraiser. The fundraiser requirement is in ADDITION to the volunteer hour requirement. Contact fundraiser chairperson to see where you can help.
3. Participate in the cash raffle fundraiser.

Submitting Hours:

Members will submit their hours to the email address dibschick1@gmail.com or claim on the website under the DIBS option. Once approved, you will receive confirmation of submitted

hours. Hours will be updated on website regularly and posted at the rink. Hours will be reviewed on a monthly basis to insure benchmarks are met.

- At least 5 hours by December 22nd
- At least 15 hours by January 22
- At least 25 hours by February 22
- At least 30 hours by March 22

Not working the required hours will result in your child/children not being able to participate in practice and/or games.

The LHIA hours year begins September 1st of each year. On August 1st of each year, the number of hours worked will be tallied and submitted to the LHIA board of directors for disposition. If the number of hours worked is less than the number of hours required, the family will be assessed a fee of \$20 for each unfulfilled hour. Payment or LHIA board of directors approved arrangements for unfulfilled LHIA hours is mandatory prior to registration for the following season.

All LHIA families will be given the choice of either working the required volunteer hours or choosing the buyout option. The buyout option is \$15 per hour and must be paid at registration along with full registration fees. By choosing the buyout option the family does not have to complete the required LHIA hours. NOTE: Scholarship families are not eligible for the buyout option.

All hours worked above and beyond the minimal requirements should be submitted to the LHIA hours coordinator for recording. This allows us to properly assess the amount of time and effort we need to keep our association running properly. Any excess hours from one year cannot be carried over into another year.

LHIA hours work opportunities may include, but not be limited to the following:

Zamboni driver, flooding rink, concessions stand, skate sharpener, spring cleanup, fall cleanup, rink cleaning, parade help, board meeting, grounds keeping, coach's helper, team manager helper, snow removal, coaches meeting, recruiting, game responsibilities, committee member, etc.

Each family will be required to work concessions for one high school hockey game. This will count towards your volunteer hours. Signup sheets will be posted and available at registration.

Essentially any activity that is performed at the interest of the LHIA may be included as hours. Also if you use your own equipment to perform snow removal or grass cutting activities, you may count the hours for your machine as well. If you have questions on your particular activity, it is your responsibility to clarify with the LHIA board of directors whether the activity may be counted.

Fundraising opportunities include: Hoe Down, Cow Pie Plop (Beef-a-Rama), Haunted House, rink garage sale, Spaghetti Dinner, assist with sponsors for boards/banners, solicit community groups and organizations for donations, hanging posters or selling tickets.