

Department      Operational /Financial      :  
Created            Dec 2021  
Approved:        Feb 2022

## **Reward for Service**

(Swim Meet Fee Credits for SKSC Membership)

### ***Scope of Policy:***

In an effort to encourage more SKSC parents to get involved and volunteer their time at swim meets, SKSC has implemented a "Reward for Service" for SKSC parents that volunteer their time at SKSC hosted swim meets. This "Reward for Service" is above and beyond the basic volunteer commitments that SKSC requires of all active members (families)

### ***Purpose:***

- To encourage families to volunteer beyond the basic volunteer commitments
- To reward families that are actively volunteering
- To provide an remuneration of meet fee incentive for volunteers to take on key responsibilities that are necessary to run a successful swim meet
- To encourage officials to not just complete clinics but advanced through levels by undergoing evaluations and completing certifications
- To recognise and reward trained officials with a collared SKSC Officials Shirt (1x per year)

### ***SKSC Policy:***

1. Only the event portion of entry fees are eligible for Remuneration/Reward. Swim BC Splash Fees are not eligible and will be forwarded to Swim BC.
2. Remuneration / Reward is only eligible for SKSC registered officials and SKSC families.
  - a. Volunteering Officials must be registered correctly with SNC by filling out the SKSC official's registration each season.
  - b. Volunteers from other swim clubs will not be recognized to earn points, remuneration, or reward on behalf of any SKSC member.
3. Remuneration service dollars will depend on your position (at the meet) and where you are on the certification pathway. [Officials Certification Pathway](#). (see chart below)
4. Program applies to only one sibling (exception Referee) however reimbursement stacks based on the number of volunteers from one family.
  - a. Example - 2 fully certified timers, family will receive 100% credit for 1 sibling, or 50% credit for 2 siblings.
  - b. Referees will receive 100% meet fee reimbursement for sessions volunteered in for all siblings.

5. Members are credited based on the position served during the meet and their certification level at that time. Examples:
  - a. If certified as a Stroke & Turn but volunteer for a Timing Position - the credit is given at the Timer level (see chart below)
  - b. If certified as Stroke and Turn and volunteer in that position - Remuneration reward is credited at Stroke and Turn level
  - c. If a Stroke and Turn judge has only taken a clinic, and gets evaluated at a competition, their remuneration level goes up at the next competition
6. Reimbursement level will not apply retroactively. Members can not receive credits for previous meets.

**Procedure:**

- Any volunteer intent on volunteering fills out the SKSC Volunteer Official form
  - SKSC will activate or create a SNC official account
- Member volunteers at SKSC hosted meet and ensures they check in
- Team manager will invoice for competition and add credit based on above criteria to member's account
- It is the SKSC member's responsibility to update the SKSC Officials Director and Team Manager when evaluations are completed in order to move up reimbursement levels for the next swim meet.
  - Reimbursement level will be based on status at time credits are issued, and will not be retroactively upgraded if notification of evaluation was not given before credit was issued.
  - SKSC member will also update their evaluations on their SNC official account

**SKSC Remuneration Service Credit Levels"**

<i>Swim Meet Position</i>	<i>Certification Status</i>	<i>SKSC Volunteer Points awarded</i>	<i>Remuneration Service Credit Awarded</i>	<i>Appreciation Gift Awarded</i>	<i>Officials Shirt</i>
Timers	No certification	Volunteer points awarded	Zero remuneration service credit awarded	Not Available	Not Available
Timers	Certified Level 1 Timekeeper (trained and 2 evaluations)	Volunteer points awarded	25% remuneration service credit awarded per session	Not Available	Not Available
Stroke & Turn, Chief Timer, Starter, Clerk of Course	In Training (taken clinic)	Volunteer points awarded	50% remuneration service credit awarded per session	Not Available	Not Available

Stroke & Turn, Chief Timer, Starter, Clerk of Course	Certified (2 evals)	Volunteer points awarded	75% remuneration service credit awarded per session	Not Available	Collared SKSC Officials Shirt (1 per season)
Meet Manager, Referee (level 3), Electronics, Office Manager	In Training (Shadow/taken clinic)	Volunteer points awarded	100% credit for the session **no course 50%**	\$25 Gift Card Awarded for the meet	Collared SKSC Officials Shirt (1 per season)
Meet Manager Lead, Referee (level 4), Electronics Lead, Office Manager Lead	Certified	Volunteer points awarded	100% credit for the meet	\$50 Gift Card Awarded for the meet	Collared SKSC Officials Shirt (1 per season)

- Guest Officials (Referee, Electronic, Clerk of Course) - will receive a \$25 gift card for each day they work at SKSC Meets