

PASC Club-Level Volunteer Policy

Every team U11 and older is required to provide at least one club-level volunteer among the list provided each year by the PASC Board. The list of positions and functions may change over time, but the obligation of teams to provide club-level volunteers will remain unchanged.

Managers will be asked to submit their team roster indicating their club-level volunteer, and any other positions that may qualify for a club fee waiver (including scholarship players).

All families are still expected to volunteer for a team-level job to support their child's team (team registrar, team treasurer, team nets duty, etc.) and to support the club as needed.

Positive incentives

If a person volunteers to manage a team, then the club fees of his/her child playing in that team will be waived. Note that there will be only one fee waiver for a manager position per team.

If a person volunteers for a club-level position required by the Redwood League, or for the position of Tall Trees Tournament Director, or for the Volunteer Coordinator position, or for a Board position, then the club fees of his/her children playing in the PASC will be waived. Note that "assistant" positions will not receive a fee waiver (for example, Assistant Registrar).

Penalties

If during a season a team provides no club-level volunteer, or only provides a volunteer who does an unsatisfactory job, then that team will be immediately switched to the lowest priority in selecting fields for practices and games.

If throughout a season a team provides no club-level volunteer, or only provides a volunteer who does an unsatisfactory job, then that team will not be allowed to register through the PASC for the following season.

If after a year of non-existent or substandard volunteer work—and in the face of not being allowed to register through the PASC—a team makes a serious commitment to provide adequate club-level volunteer effort the following season, the Board may decide to allow the team to register after paying a \$2,000 penalty for the lack of volunteer work during the prior season.

Assessment and feedback

Enforcing this policy requires effective assessment of the quality of volunteer work. The Volunteer Coordinator will be responsible for overseeing the activities of club-level volunteers, assessing them, and providing the necessary feedback.

In early November the Volunteer Coordinator will provide feedback to the volunteer (with copy to the manager of his/her team) on whether the role is being fulfilled satisfactorily or not. If the feedback is

negative, then the volunteer and the team manager may still have time to pick up the pace and do an overall adequate job for the full season.

The Volunteer Coordinator will submit to the Board a summarized report of this mid-season assessment, highlighting areas that are doing particularly well and those that may have some problems.

In early May the Volunteer Coordinator will conduct the end-of-season assessment, informing volunteers and their team managers of their individual performance, as well as submitting an overall report to the Board.

Beyond these two assessment dates, the Volunteer Coordinator will provide feedback at other times as needed. For example, since the Tryout Coordinator does most of her/his job in November/December, it may be more appropriate to assess her/him at another date.

Policy interpretation

For the purpose of this document, the term “season” coincides with the CYSA season, from August 1 to July 31 of the following year.

The Volunteer Coordinator herself/himself will be assessed by the PASC Board.