

# Volunteer Reward Policy

**Somer AC (SAC) would not be able to operate without a team of dedicated unpaid volunteers. These volunteers undertake essential tasks such as leading/coaching training sessions and essential operational/admin roles behind the scenes. This policy details how we fairly, equally and consistently recognise their time and commitment to the club in the form of training credits.**

## Senior Leaders/Coaches

Leaders/coaches for Senior sessions are scheduled according to a rota. If a volunteer leads/coaches a Senior session they will receive a training credit equivalent to £2 for every session they have covered. This credit can be used (or transferred to another household member) against the purchase of all training passes (including Junior/Youth).

To reduce admin these will be generated in arrears every three months. Discount codes will be issued via email at the end of March, June, September and December.

## Junior & Youth Leaders/Coaches

Junior and Youth sections have a requirement for a greater number of leaders/coaches and most cover sessions on a weekly basis. Many of the volunteers are parents of athletes and do not take part in Senior training sessions. All leaders/coaches that cover sessions on a weekly basis (on average) can select **one** of the following two training credits.

1. A free of charge termly training pass for **one** Junior or Youth member. This will be in the form of discount code that will be issued at the start of each term, this can be redeemed against the current termly pass.
2. Free of charge Senior training passes for themselves (or another household member) to train. This will be issued in the form of a discount code that can be redeemed against the Senior 12 Week pass.

If a leader/coach does not cover sessions every week they will receive a level of discount equivalent to the number sessions they cover. For example a leader/coach that covers sessions every other week would be entitled to a 50% discount code against one of the above two training credits.

Training credit selection should be made at the start of each term.

## Core Club Roles

As well as covering sessions volunteers also undertake essential operational and admin roles across the club. The majority of these sit within the club committee. These roles require a significant time commitment over a general committee role. This applies to the following core roles; Chair, Treasurer, Membership Secretary, Club Secretary, Race Secretary, PR & Media Officer, Junior Lead and Youth Lead.

In this case we will award free training passes throughout the period for which the volunteer is in post. A discount code will be supplied which can be used to purchase any training pass, this should only be used against one active training pass (including Junior/Youth) at any one time.

## General Terms (Applicable to all)

Training credit discount codes can only be redeemed against training passes. These codes cannot be used against Membership, Store or other purchases. Codes cannot be transferred to, and should not be shared with, other club members (apart from other members living in the same household).

In all cases to take advantage of these benefits the member benefiting should hold a **current membership**. Membership fees will not be discounted for volunteers (except for Lifetime members) and should be paid at the applicable rate.

In the case that a volunteer falls within more than one of the above categories they can only benefit from, and should only select, a single benefit. For example if a volunteer is a Youth coach and also holds a core role on the committee they cannot claim training passes for a Youth member as well as training passes for themselves.

It should be noted that these training credits may not be applicable against all sessions. In the case of special sessions that do not accept passes, such as the Track Session, all participants shall pay the standard rate listed against the session.

SAC reserves the right to review and amend this policy at any time.