

# **Volunteer Bond System Policy**

1. The Bond Convenor will direct and administer The Volunteer Bond System.
2. The Volunteer Bond is mandatory for all members to remain in good standing with the association and must be submitted before your child will be allowed to begin the hockey season.
3. Parent Rep will work with the Bond Convenor to track and record bond hours for their teams.
4. Every family with a registered player must provide one \$300 bond cheque.
5. Cheque must be made out to St Thomas Panthers and post-dated for April 30th of the coming year. (example for the 2025/2026 season cheques payable for April 30th, 2026)
6. Cheques will be cashed on April 30th of the coming year from all families with unfulfilled bond hours.
7. Parent Rep will collect funds and deliver them to the Panthers office before the first game of the season. The parent rep will also be responsible for picking up the cheques or cash to be returned after the last game of the season.
8. Panthers Board Members, Coaches and Team Staff are not exempt and will be required to submit a cheque prior to all Hockey activity.
9. Volunteer positions and requirements will be reviewed annually
10. Any changes for the coming year will require board ratification at the AGM.
11. Approved volunteer positions and roles will be listed on the St. Thomas Panthers website.
12. As events are planned and volunteers are needed, more opportunities can become available and posted on our web page throughout the year.
13. Team fundraising does not attribute to the bond program
14. You must be 12 years old to participate in the completion of Bond points.
15. It is up to each family to ensure they fulfill the volunteer obligation
16. Yearly positions will lose bond hours if not fulfilled to the end of the current season.
17. Coaches and Managers will lose bond cheque for the following reasons:
  - 17.1. Booking a tournament on our home tournament dates
  - 17.2. Booking more than one game on our home tournament dates
  - 17.3. Not getting game codes in 7 days prior to games.
  - 17.4. Knowingly leaving ice unused (must report unused ice to scheduler minimum 7 days prior to date unless uncontrolled circumstances occur)
18. Board Members will lose bond hours for the following reasons:
  - 18.1. Missing 3 board meetings in a given year.
  - 18.2. Not completing 4 shifts per tournament.
  - 18.3. Not completing 4 shifts per tryout process.
  - 18.4. Not completing roles in a beneficial way for the organization.

# **Bond System Requirements**

## REQUIREMENTS FOR REIMBURSEMENT OF VOLUNTEER/SECURITY BOND

Each family is required to complete volunteer time with their team as well as within the organization. A minimum of 10 hours for U9 to U18 is required for the first player and 5 hours for each additional player in the same family. Once your team hours are fulfilled then it will be a shared effort by all team parents to fulfill the remaining volunteer duties for their child's team. There are many opportunities to earn hours within the organization for all. The parent rep. on each team is responsible for documenting and submitting a written record of hours earned and will provide monthly updates to the team for tracking/monitoring purposes. For bond requirements to be considered complete, all team equipment/sweaters must be returned to the Equipment Manager in the same condition that it was received in, except for normal wear and tear, no later than the Friday after the Provincial Championship Tournament. Once bond hours and equipment return have been confirmed as complete, bond cheques or cash will then be returned and those not meeting criteria will have cheques cashed. If a cheque is returned as NSF then the player will be ineligible to participate in St. Thomas Panthers Association activities until such are paid in full prior to registration of next season, including the NSF fee incurred by the organization.

### DUTIES

1. Serve on the Executive for full season
2. Coach for entire season
3. Trainer for entire season
4. Manager for entire season
5. Den Mom/Dressing room attendant
6. Parent Rep. for entire season
7. Timekeeper
8. Scorekeeper
9. Volunteer for St. Thomas Panther hosted tournaments
10. Volunteer for a St. Thomas Panther sanctioned event
11. Media Rep. newspaper/website 2 or more articles per month
12. Tournament Committee
13. Association fundraising Committee

### HOURS

Exempt  
Exempt  
Exempt  
Exempt  
Exempt  
Exempt  
Per hour  
Per hour  
Per hour  
Per hour  
Exempt  
Per Hour  
Per Hour