

The Volunteer Bond Program is being introduced to encourage association members to become actively involved in the operation and accomplishments of the Association as well as ensuring all roles and responsibilities for team success are met. Without the help of volunteers, the cost to operate would be substantially higher and one of our goals is to keep registration fees as low as possible.

We understand not everyone has the skills and experience to volunteer for on-ice roles, but there are many other ways to contribute. Each season, the Panthers operate tournaments and special events with roles including timekeeping, special committee members, projects and fundraising opportunities. By working a few hours for our association, you are helping to keep registration costs down for your child and ensuring our events are successful. If at any time you would like more information about the Bond please contact Bond Convenor.

Volunteer Bond 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 2023/2024 season cheques payable for April 30th, 2024)
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 fulfil 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:
 - A. Booking a tournament on our home tournament dates

- B. Booking more than one game on our home tournament dates
- C. Not getting game codes in 7 days prior to games.
- D. 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:

- A. Missing 3 board meetings in a given year.
- B. Not completing 4 shifts per tournament.
- C. Not completing 4 shifts per tryout process.
- D. Not completing roles in a beneficial way for the organization.