

2008 Volunteer Policy

The Marinwood Waterdevils are a Parent Volunteer Organization. A successful season of meets and events depends completely upon parent participation. It takes over 100 volunteers to host a swim meet and many volunteers to coordinate and staff a social event.

This means that during the course of the season, up to 1200 volunteers will be needed to fill all of the volunteer positions. Each and every family will be required to a minimum of seven volunteer commitments, as determined by the Board of Directors based on the number of families, registrations, number of home meets and other scheduled events.

The Waterdevil Board of Directors has established the following policies:

1. It is each family's responsibility to sign up for the minimum number of commitments as required by the Board
2. Once committed, it is that family's responsibility to make sure they fulfill their commitments on a timely and complete basis.
3. If a family discovers that they are unable to fulfill a certain commitment, it is that family's responsibility to find an adequate replacement and to notify the volunteer coordinator of any change.

In keeping with the Volunteer Policy of other teams in the Marin Swim League, and to ensure compliance with the above policies, the Waterdevil Board of Directors has established the following new policies:

- **No Show Fine:** Each family is required to give a credit card number to be kept on file when registering / signing up for the season. A strict No Show Penalty fine of \$75 will be assessed to your credit card for each occurrence. If this action is necessary, you will be notified in writing. If these commitments and fines remain unsolved at the end of the season, the family will need to pay the fines before joining the Waterdevils next year.

Continued failure to comply with your volunteer obligations can result in removal from the team. Matters of removal are within the sole discretion of the Waterdevils Board of Directors.

- **Buy-Out Fee:** For those parents who are unable to fulfill their volunteer commitment requirement, they may elect to pay a buy-out fee of \$400 per family upon registration. *Note: All Star and Championship meets are not included in this fee. Parents of swimmers at All Stars agree to volunteer and Championships volunteering is mandatory.*