



## **GOTHAM VOLLEYBALL LEAGUE VOLUNTEER DUES WAIVER AND CREDIT POLICY**

- I. Statement of Policy and Purpose: The Gotham Volleyball League is an organization that owes its existence to members who serve as volunteers in the truest sense of that word. The League would not exist but for dedicated members who devote time and effort to plan, organize, administer and run its myriad activities. Members who volunteer give their time and energy to the League, enabling it to fulfill its core mission. Under appropriate circumstances, it is in the interest of the Gotham Volleyball League to provide a gesture of appreciation for those members who render significant volunteer service to the League. Thus, the Board of Directors provides, at its discretion, activity credits to certain volunteers. This policy exists to ensure credits are awarded fairly, transparently and in accordance with the mission of the League.
- II. No Expectation of Compensation for Volunteer Service
- a. Service in elected and appointed positions on the Gotham Volleyball Board of Directors and on Gotham Volleyball Leadership Groups is considered volunteer service, unless otherwise specified in the Bylaws of the Gotham Volleyball League or otherwise provided by the Board of Directors.
  - b. Notwithstanding this policy, volunteer service rendered to the League is rendered without *any* expectation of compensation of any sort. As such, nothing in this policy shall be construed as creating any entitlement to credit or any compensation of any sort of service to the League. The Board may decline to apply credits at any time and for any reason. Credits awarded in accordance with this policy are not guaranteed and not transferrable from one season to the next, or one activity to the next.

- c. In the event of any dispute as to whether a credit should be applied, the Board's decision controls, except for disputes concerning credits for Board members, in which case the Finance Committee's decision controls.

### III. Requirements For Credits

- a. In order to receive the credits described below, members of the Board of Directors must:
  - i. Perform all of the duties of his/her position as outlined in the bylaws and/or the job description for that position; and
  - ii. Volunteer to assist with at least three (3) tryout days each season; and
  - iii. Volunteers to assist with at least 4 activities per season; and
  - iv. Performs all Board Member "On Duty" functions, and/or other administrative duties as scheduled.
  
- b. In order to receive the credits described below, Division Play Representatives must:
  - i. Perform all of the duties of his/her position as outlined in the bylaws and/or the job description for that position; and
  - ii. Volunteer to assist with at least three (3) Division Play tryout days each season; and
  - iii. Volunteer to assist with at least 2 activities per season; and
  - iv. Performs all Leadership "On Duty" functions, and/or other administrative duties as scheduled.
  
- c. In order to receive the credits described below, Power Representatives must:
  - i. Perform all of the duties of his/her position as outlined in the bylaws and/or the job description for that position; and
  - ii. Volunteer to assist with at least one (1) Power tryout day each season; and
  - iii. Volunteer to assist with at least 2 activities per season; and
  - iv. Perform all Leadership "On Duty" functions for his/her Power class, and other administrative duties as scheduled.
  
- d. In order to receive the credits described below, other Leadership Group members or individuals who serve on multiple Board committees must:
  - i. Perform all of the duties of his/her position as outlined in the bylaws and/or the job description for that position; and
  - ii. Volunteer to assist with at least three (3) tryout days each season; and
  - iii. Volunteer to assist with at least 2 activities; and

- iv. Agree to be assigned Leadership “On Duty” functions and administrative duties as scheduled.
  - v. Other Leadership Group members must be offered the opportunity to receive this credit, but must affirmatively request to be added to the pool of available members for administrative duties. Otherwise, the Leadership Group members may hold their positions on their Leadership Groups, but are not entitled to a credit.
- e. To the extent that the Board of Director awards a credit to a leader who does not fall into any of these categories, it may only do so if the leader satisfactorily meets all obligations set forth by the Board, and provides services to Gotham equivalent to the credit provided to the leader. All such awards of credit must be reported to the Finance Committee.
- f. No leader shall be eligible for a credit when they are in “Bad Standing” as defined in the Bylaws or are deficient in meeting the criteria outlined in this section for rendering service to the League.
- i. At least one month prior to the first week of play in each season, the Finance Committee shall review the records of the Secretary and Treasurer in order to determine which leaders, if any, are in “Bad Standing” or deficient. The Committee must report any leaders in “Bad Standing” or deficient to the Board of Directors.
  - ii. The Finance Committee shall advise any leaders who are reported to the Board as being in “Bad Standing” or deficient of its conclusion.
  - iii. Any request by a leader in “Bad Standing” to have a deficiency excused must be made to the Finance Committee.
  - iv. With respect to leaders not serving on the Board of Directors, the Finance Committee shall forward the request to the Board. If the Board votes to excuse the deficiency by a 2/3 vote the leader shall be awarded credit.
  - v. With respect to leaders serving on the Board of Directors, the Finance Committee shall review the request. If the Finance Committee votes to excuse the deficiency by a 2/3 vote with at least a majority of the non-Board members of the Committee voting in favor, the leader shall be awarded credit.

IV. Eligibility for Credits: Only those serving in leadership positions identified in this section who meet the eligibility requirements outlined in Section III above shall be entitled to credits. The Secretary and/or the Secretary's designee shall track Gotham Leaders' fulfillment of the above criteria.

- a. Limits on Credit Eligibility: Leaders of the Gotham Volleyball League may be awarded discretionary fee credits in accordance with the terms of this Policy, as detailed below, assuming the leader meets the requirements set forth in Section III:
  - i. The President, Vice Presidents, Secretary and Treasurer may be awarded up to a full credit for Division Play and a credit in the same amount as the full credit for Division Play for an individual or team Power class.
  - ii. All other voting members of the Board of Directors may be awarded, at their option, up to either a full credit for Division Play or a credit for an individual or team Power class equivalent to the amount of the fees for Division Play.
  - iii. Division Representatives serving on the Division Play Leadership Group may be awarded up to a full credit for Division Play.
  - iv. Power Class Representatives serving on the Training Leadership Group may be awarded up to a credit toward an individual or team Power class or Division Play equal to the full credit for Division Play.
  - v. All members of other Leadership Groups or who serve on more than one Board committee who agree to provide the additional volunteer service required under this policy may be awarded up to either a full credit for Division Play or a credit for an individual or team Power class equivalent to the amount of the dues for Division Play.
  - vi. The Grievance Officer may be awarded up to either a full credit for Division Play or a credit for an individual or team Power class equivalent to the amount of the fees for Division Play.
  - vii. The Webmaster of the Gotham Volleyball League may be awarded full credit for Division Play and for a Power class.
  - viii. Leaders holding multiple positions are only entitled to one credit, that credit being the greatest single possible credit that the leader is entitled to under this policy.
  - ix. Leaders applying a credit toward an activity that includes a waiver of membership fees are entitled to enjoy the same waiver of membership fees, even if they use a credit to participate in that activity.

- b. Credits for other volunteers
  - i. When appropriate, the Board of Directors, on its own initiative or at the request of a Leadership Group, may, by a 2/3 vote, authorize a one-time credit for individuals who volunteer to run a particular activity of such significance that the Board believes a full or partial credit is warranted. The Board must report its decision to the Finance Committee.
  - ii. Should the Board vote to approve awarding credits on a recurring basis to a particular volunteer role, such award must be added to Section IV(a) of the Policy.
  - iii. No credit may be awarded to volunteers who do not otherwise serve on the Board of Directors or a Leadership Group without a 2/3 vote of the Board of Directors.
  
- c. This section does not provide any entitlement to a credit, even if all requirements set forth above are met. Further, as noted above, leaders who are not in compliance with the eligibility requirements in Section III of this Policy are not eligible to receive any credits.

Adopted by the Gotham Volleyball Board of Directors July 12, 2016, effective immediately: Trevor Cano, President; Eric Eichenholtz, Secretary; Michael Hess, Treasurer; Patrick So, Vice President of Division Play; Leah Hughey, Vice President of Training; Max Szadek, Vice President of Activities and Outreach; Douglas Christian, David Fredericks, Mark Liu, Yuxiang Sun, John Wetsell, Directors; Alan Amechazurra, Josh Christensen, Seth Eichenholtz, Lew Smith, Past Presidents.