



Memorandum: Volunteer Commitment & Deposit Adjustments:

FMMHA's mission is to, "**Promote hockey as a means of providing an enjoyable and rewarding learning experience for players to improve and maintain their fitness level and to lead an active life.**"

We do this in many ways which include, but are not limited to; league games for WBHL and elite teams, Minor Hockey Week, special events such as the Hometown Hockey experience, hosting tournaments and exhibition games, etc.

Additionally, as a *non-profit organization* in order to maintain our programming, we depend on the income provided through fundraisers such as casinos.

We are an organization comprised, governed and run primarily by volunteers. Our board, directors, coaches, managers and executives are all volunteers and all of these activities take a significant amount of time and effort. The association cannot run solely on these volunteers. That is impossible.

Currently, the only requirement for parents of registered players is to give a **4-hour commitment of time** to the organization. These 4 hours are to help support our mission and to provide an effective, efficient setting for all events and requirements. Currently, as parents we are only required to pay a commitment fee of \$150.00 and if a parent does not commit or complete their 4 hours, the penalty is a loss of that \$150.

However, in this current season (2019/2020) we have not had enough volunteers for **any event**. Many families have stated that because the commitment levy is so low, they simply choose to opt out. This is not the point of the fee. We were not able to fill the volunteer requirements for Hometown Hockey, nor the Atom Classic. Furthermore, we have also had several situations throughout evaluations and events and activities posted where we have had **no shows**. This in turn, causes the chairs, directors and executives a great deal of stress to find coverage for these positions and events or work them themselves.





Memorandum: Volunteer Commitment & Deposit Adjustments (Continued):

WE NEED EVERYBODY TO DO THEIR 4 HOURS PER PLAYER AND THEN SOME. We cannot continue this way. We are burning out our most committed and reliable volunteers which needs to stop. We cannot continue to improve as an organization and to service our players with the best opportunities for fun and development without your support.

Therefore, it has been decided that we will be upping the commitment hours and the volunteer levy for the 2020/2021 season

Each parent will be required to volunteer a minimum of 5 hours per player and the penalty for not serving these hours will be \$500 per player.

NOTE: You will NOT be charged this up front. Rather, if a family does not meet all of the required volunteer hours, it will be billed to those families at the end of the season and no player in that family will be eligible to register in the following season until the invoice is paid in full. Additionally, if you cancel a shift with less than 48 hours and fail to find a replacement or you are a "no show" to a role a \$150 penalty will be invoiced to you immediately.

It is not our intention to make money from this. We don't want the money; we want the support of our membership so that our players get the best we can offer. Many hands make light work. Please be cognizant of the responsibility that you have as parents in minor sport. The best events, activities, teams, parties etc... happen because of volunteers. Thank you.

Travis Galenzoski
President
Fort McMurray Minor Hockey Association

