



Policy Number:	12	Version:	V1.0
Author:	President	EMDBC	10 December 2024
Authorised by:	Special General Meeting	Review Date:	November 2024

VOLUNTEER INCENTIVE POLICY

1. OVERVIEW:

To recognise the amazing effort of the volunteers within the Club we offer a range of financial benefits or volunteer incentives. Eligible members have an opportunity to take their volunteer payment (coaches) or rebate (team manager, committee, other volunteers within the organisational structure) in kind via a number of 30 minutes sessions with a shooting machine.

2. Sections 2.1 to 2.4 describe the Club volunteer incentive scheme providing priority access sessions with the Club shooting machine.

2.1 Coaches

We have historically offered our coaches who travel to Melbourne each year for tournaments financial assist to offset their travel and accommodation expenses to the value of:

Division 1 coach	\$400
Division 2 coach	\$350

Coaches for division 3 and below, who do not travel to Melbourne, may be eligible for a financial assistance payment if they coach multiple teams, assessed on a case by case basis.

Coaches entitled to a payment, may choose to receive the benefit in-kind instead of a cash payment, by way of priority access sessions with the shooting machine.

Incentive 1 - Coaches

Option 1: \$350-\$400 cash, as applicable, OR

Option 2: 6 x 30 minutes priority access sessions with the shooting machine.

2.2 Team Managers

Team managers provide a vital communication link between the Club and players/families, help keep the player and parent group connected and contribute to contribute significantly to maintaining a positive Club culture.

Team managers contribute 2 – 4 hours volunteering per week, as often they are the first to put their hand up to help in general Club support, such as canteen, member briefings, trainings.

Incentive 2 – Team Managers

Option 1: \$90 rebate on subscriptions, OR

Option 2: 3 x 30 minute priority access sessions with the shooting machine.



2.3 Committee Members

2.3.1 Executive (President, Vice President, Secretary, Treasurer, Revenue Coordinator)

The current level of volunteer commitment of people in these roles ranges from on average 6 hours per week to 15 hours per week. This commitment is substantial and people make this commitment to support our members for the love of the game, to ensure a positive experience for our members and to ensure the Club grows in a sustainable way.

Much of the work undertaken by this group in a volunteer basis, is performed by finance or administration staff in other clubs and equates to approximate one full time equivalent (FTE) officer. The financial value of this work if it was undertaken by a paid administrator is over \$100,000.

Incentive 3 – Committee Executive

Option 1: \$500 rebate on subscriptions PLUS 3 x 30 minute priority access sessions to the shooting machine, OR
Option 2: Priority access to shooting machine 6 x 30 minute priority access sessions to the shooting machine.

Incentive 4 - Other (non-coach/non-team manager) volunteers within organisational structure

This group of volunteers within the organisational structure contribute 2 – 4 hours volunteering per week.

Option 1: \$90 rebate on player subscriptions, OR

Option 2: 3 x 30 minute priority access sessions with the shooting machine.

VERSION CONTROL

Version	Date	Nature of Amendment	Update Author(s)
1	Jan 2024	New policy	President – approved Special General Meeting 10 Dec 2024
2			