

St. Lawrence Swim Team Volunteer Policy

(Updated 2017)

St. Lawrence Swim Team is a non-profit organization. The team heavily relies on parents to help the team run smoothly and to remain successful. Therefore, families are encouraged to support the St. Lawrence Swim Team by becoming active volunteers. Our team manager Hoda Rasoul is in charge of the volunteer hours, any questions on this, please contact her directly at hmrasoul@yahoo.com.

ROLLOVER

There is no rolling over of family service hours into a future effective year. There is no transfer of hours from one family to another.

FAMILY SERVICE HOURS REQUIREMENTS

All families of SLST are required to fulfill 10 hours of service per year. Effective year runs from January 1st until December 31st. If a family joins after January 1st, the service hours will be prorated 50 min. per month.

There are many opportunities to fulfill your service hours: SLST Team Store, SLST committee/chair member, restoration days, holiday party, fundraisers, hosted swim meets, become a trained certified USA swim official, board of directors, etc.

For St Lawrence Elementary and Middle School, the SLST family service hours count towards both SLST and school service hours.

A maximum 3 hours of service for volunteer work at St. Lawrence Elementary/Middle school OR the church Parish can count towards your Swim team volunteer hours, but you are responsible for notifying the swim team of those hours.

SLST is not responsible for tracking those hours down, and it must be submitted to the Swim Team Manager via email PRIOR to the end of the calendar year. (Any email received after the end of a calendar year will not be considered usable, sorry).

Per the Diocese of San Jose:

“All athletic coaches and volunteers must meet the Diocese of San Jose’s Safe Environment requirements in order to participate with the SLST. Safe Environment requirements include clearance from Live Scan background screening and Shield the Vulnerable training prior to participation.”

<http://www.dsj.org/wp-content/uploads/2015/08/DSJ-SafeEnvironmentPolicy-OPCVA.pdf>

VOLUNTEER HOURS BUYOUT

Opt out: \$250 per year fee will remove you from the service hour requirement list. SLST does not encourage this option as we prefer to have active volunteer participation; however, this option is available to the members. Unfulfilled hours will be billed at **\$25.00 PER hour** at the end of the year OR when you leave the swim team.

PENALTY FOR NONCOMPLIANCE

Since volunteering is essential to the successful operation of SLST and a condition of SLST membership, families who show a pattern of not volunteering, or who fail to pay SLST will be penalized as follows:

1st time non fulfillment of volunteer hours: parent will have their membership and that of their swimmer suspended-swimmer will not be able to practice with the team, for not having hours fulfilled in timely manner OR paying balance due for buyout at the end of the year.

2nd time non fulfillment of volunteer hours: termination from the swim team.