



## VOLUNTEER POLICY

### Lac Deschenes Sailing Club (LDSC)

LDSC demonstrates its commitment to volunteering through membership of volunteering bodies such as Ontario Sailing Association (OSA) and embraces the OSA guidelines on Volunteering.

LDSC is committed to involving volunteers in all aspects of its activity, and to improving the volunteer good practice framework on an ongoing basis. It strives to create a diverse and inclusive organisation; and is therefore committed to ensuring equality of access to high quality volunteer opportunities and equality of treatment for our volunteers in all our policies and practices. LDSC volunteers support the diverse interests, needs, and resources that enable the club to develop in a sustainable way.

To that end, LDSC recognises the historic and on-going role that volunteers play in the development and maintenance of the Sailing Club and its facilities. We acknowledge that the club would not exist without the dedication and commitment of volunteers. In addition, we acknowledge that the affordable cost of membership is directly related to volunteer commitment.

Therefore, the LDSC Volunteer Policy Framework provides guidelines for the involvement of volunteers in meeting the aims of the club.

LDSC recognises four principles fundamental to volunteering. These are (**Choice, Diversity, Mutual Benefit and Recognition**). These principles inform every aspect of the LDSC volunteer policy and programme, as follows:

- i) **Choice:** Volunteering must be a choice freely made by each individual. According to the LDSC By-Laws (Article IV) “The recognition and adherence to the By-Law Rules and Regulations of the Club shall be a **condition of acceptance of membership**. Members will be called on, on occasion, to participate in certain activities as required for the maintenance and operation of the Club.” Therefore, members of LDSC **have chosen** to offer volunteer time (minimally equivalent to 12 hours) to contribute to the effective operation and economic survival of the club.
- ii) **Diversity:** Volunteering should be open to all, no matter what their background, race, colour, nationality, religion, ethnic or national origins, age, gender, marital/partnership status, sexual orientation or disability. The LDSC by-laws (Article IV) state that. “Membership is open to all persons interested in the objects of the club.”
- iii) **Mutual Benefit:** Volunteers offer their unwaged contribution and skills, and should benefit in mutually beneficial ways in return for their contribution. On one hand, volunteers provide the club with the benefits of their skills, experience, and enthusiasm. On the other hand, volunteers experience opportunities to further enhance or develop their skills, gain experience of new working environments, and personal benefits and satisfaction. LDSC is committed to managing and supporting its volunteers in a way that ensures that this mutually beneficial arrangement is successful, as far as our capacity allows.
- iv) **Recognition:** Valuing the contribution of volunteers is fundamental to a fair relationship between volunteers and LDSC. This includes recognising their contribution to the organisation, the

community, and the sport of sailing.

**Responsibilities:** LDSC recognises that the success of its volunteer policy and programme is dependent on the active support of all parts of the organisation.

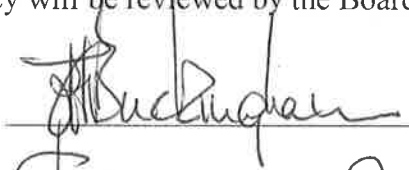
The Board of Directors has the overall responsibility for ensuring that the Volunteering Policy and programme meets the needs of LDSC and is implemented effectively and reviewed at appropriate intervals. Volunteers – all volunteers are responsible for ensuring that this policy is implemented effectively within the volunteering roles they are undertaking.

**Volunteer Roles:** The club has a wide range of volunteer roles available that are described in more detail in other LDSC documents: Board of Director positions- Commodore, Vice-Commodore, Rear-Commodore, Treasurer, Secretary, Membership Director, House & Grounds Director, Harbourmaster, Club Boat Director, Marketing Director, Social Director, Bosun, Safety Officer, Other Officer/ Trustee, and Club Member positions- Race Committee Duty, Social Committee Duty, and Work Party Duties as may arise.

The list above is not exhaustive; suggestions for further roles which advance the objectives of LDSC will be considered by the Board of Directors. Refer to related documentation: Club By-Laws, Club Rules & Regulations, detailed Job Descriptions and other Club Policies. If you wish to volunteer for any role speak to or contact the Commodore at [commodore@ldsc.ca](mailto:commodore@ldsc.ca)

**Exclusions:** LDSC recognises that its Board of Directors are volunteers. However, where a Board member is acting purely within that role description they are covered by separate requirements in recognition of that unique role and the statutory obligations placed on them by the constitution of LDSC and by prevailing legislation. When Board members are undertaking other voluntary activity within LDSC their involvement is covered by this policy.

Review: This Policy will be reviewed by the Board on an as-needed basis or at least every three years.

Approved:  Commodore, LDSC

Date: February, 2018