



ALBERTA SNOWBOARD – Volunteer Bond Policy

1. PURPOSE

a. Alberta Snowboard events rely on volunteers to operate safely and effectively. Each event and program requires a combination of on-snow and off-snow volunteer support to assist with event operations, athlete services, and program delivery.

b. The Volunteer Crew Program has been developed to:

- i. Support the delivery of safe, high-quality events and programs;
- ii. Distribute volunteer responsibility across participating families;
- iii. Reduce reliance on paid staffing;
- iv. Maintain sustainable program and competition costs; and
- v. Strengthen community connection and shared ownership.

c. Participation in the Volunteer Crew Program is a requirement for all applicable membership categories.

2. APPLICATION

a. This policy applies to the following membership categories:

- i. Compete Membership;
- ii. Compete + FIS Membership;
- iii. Provincial and Development Team athletes;

b. Recreational memberships are not included in the Volunteer Crew Program for the 2026/2027 season. Recreational members are encouraged to participate voluntarily but are not subject to the Volunteer Bond. This will be reviewed annually.

c. Volunteer requirements may be completed by the athlete or, where appropriate, by their parent, legal guardian, or designated family representative. Athletes under the age of 18 may participate in volunteer activities that ASA determines are appropriate for their age, abilities and the nature of the activity. Where an activity requires an adult volunteer, the athlete's parent, legal guardian, or designated family representative who is 18 years of age or older must complete the requirement.

d. It is the responsibility of the athlete and/or their parent or legal guardian to ensure the family's volunteer requirement is fulfilled.

3. PROGRAM REQUIREMENT

a. All eligible families are required to participate in the Volunteer Crew Program.

b. The minimum volunteer requirement is based on the number of eligible athletes within the same family.

c. For a family with one eligible athlete, the minimum volunteer requirement is **8 hours**.



d. For families with more than one eligible athlete:

- i. The first eligible athlete requires 8 volunteer hours; and
- ii. Each additional eligible athlete requires an additional 4 volunteer hours, representing 50% of the first athlete's requirement.

e. The volunteer requirement is therefore:

Eligible Athletes	Required Volunteer Hours
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1 athlete	8 hours
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2 athletes	12 hours
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3 athletes	16 hours
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4. VOLUNTEER BOND

a. A Volunteer Bond of **\$150 per eligible athlete** is collected at the time of membership registration.

b. The Volunteer Bond is fully refundable when the applicable family volunteer hour requirement has been completed by the end-of-season deadline.

5. VOLUNTEER OPPORTUNITIES

a. Alberta Snowboard will make reasonable efforts to provide sufficient volunteer opportunities throughout the season for eligible families to complete their required volunteer hours.

b. Volunteer opportunities may include both on-snow and off-snow positions supporting Alberta Snowboard events, competitions, programs, and other activities.

c. Volunteer opportunities may vary throughout the season based on event schedules, operational requirements, weather, cancellations, staffing needs, and other circumstances.

d. Families are responsible for registering for available volunteer opportunities through the designated Alberta Snowboard sign-up system.

e. Volunteer opportunities are subject to availability and are not guaranteed at every event.

f. Volunteering on the Board of Directors or joining a committee on the board will fulfill the volunteer crew hour requirement.

6. INABILITY TO PROVIDE VOLUNTEER OPPORTUNITIES

a. Alberta Snowboard will make reasonable efforts to provide sufficient opportunities for families to complete their required volunteer hours.



b. If Alberta Snowboard is unable to provide sufficient volunteer opportunities for a family to complete its required volunteer hours, the family will receive a full refund of its Volunteer Bond, regardless of whether the full volunteer requirement was completed.

7. VOLUNTEER PARTICIPATION AND TRACKING

- a. Alberta Snowboard will track completed volunteer hours internally.
- b. Only volunteer hours recorded through the official Alberta Snowboard tracking system will count toward the volunteer requirement.
- c. Volunteer shifts must be fulfilled as scheduled.
- d. Missed shifts without a minimum of 48 hours' notice will not be credited toward the volunteer requirement.

8. REFUND STRUCTURE

- a. The Volunteer Bond will be fully refunded when:
 - i. The family's required volunteer hours have been completed by May 31; or
 - ii. Alberta Snowboard was unable to provide sufficient volunteer opportunities for the family to complete its required hours.
- b. Refunds will be processed within **15 days** following the end-of-season deadline.
- c. If a family does not complete its required volunteer hours despite sufficient volunteer opportunities being made available, the Volunteer Bond will be retained.

9. IMPLEMENTATION AND REVIEW

- a. The Volunteer Crew Program will be implemented for the 2026/2027 season.
- b. The program will be reviewed at the end of each season.
- c. Adjustments may be made based on participation levels, volunteer availability, feedback, operational requirements, and event needs.
- d. Alberta Snowboard reserves the right to interpret and administer this policy as required to support safe, effective, and sustainable program and event delivery.