

The Tahmoor Soccer Club Committee would like to present a motion at the AGM for the membership to determine.

The Committee are keen to identify a way to recognise the work that the volunteers do to allow this club to function. The Committee are also hoping to create a recognition system that will entice people to volunteer on a long-term basis with the hope that we will have multiple people offering to perform roles and we can select people based on skills and willingness to improve the club and our players.

We have looked at what other clubs do including increasing fees substantially and then offering a discount if people volunteer on a one off or seldom basis. We were concerned that the administrative burden that system would place on a volunteer/s would outweigh the benefits.

As such we maintain the expectation that players and or parents will still be expected to volunteer on an infrequent basis for things like canteen duty once or twice per season.

This recognition system has focused on the longer term volunteers such as Coach's, Managers and Committee members. Who volunteer hours per week for the whole season. We also acknowledge the long-term contribution that people who have been made life members have already given to this club and have included in this recognition system Active Life Members.

The committee have considered this proposal for an extended period of time and modified it to the point that we now consider it acceptable to put before the membership at the AGM for ratification.

We recognise that there is a cost to this recognition system and are seeking to fund this with no or minimal increase in fees however accept that may be a consequence of the system being successful.

We are looking to trial this system and if it is benefiting the club and appears sustainable after three years then it will be allowed to continue and only be reconsidered if it appears to be to the detriment of the club, then the committee or members can seek to have it revoked via a club vote at an AGM.

1) Active Life members:

We believe that we have in excess of 20 life members of which about 8 are still active within the club by coaching, managing a team, being on the committee or volunteering at the club regularly.

It is proposed due to their extensive contribution to the club Active Life Members will be able to claim a 100% discount on one registration fee for a person of their choice per year.

Some life members don't play or have immediate family that play but still contribute significantly. This is a way to recognise their significant contribution over an extended period of time (ie 8 years to be eligible to be considered as a life member).

Maximum potential cost is estimated at \$4000. This is to be funded from the Canteen proceeds

2) Committee Member:

There are approximately 15 Committee members.

It is proposed due to the extensive contribution to the club Committee members will be able to claim a progressively increasing discount from one registration fee for themselves or a member of their immediate family. Eg Partner, Child or Grandchild

The discount will be based on their previous years full service and start at 10% and increase up to a capped amount of 50% of an annual registration fee for 5 years continuous service. ie after 1 years service 10% 2 years 20% etc up to 5 years 50%. If they stand down from the committee then they can use the previous years contribution but the following year it will start again at 0.

This item is difficult to estimate accurately but based on current committee configuration excluding those that are already life members etc and current years of service. We estimate it would cost approx \$1000 but would increase with longer term serving committee members that are not life members. This is to be funded from Canteen proceeds

3) Coach:

There are approximately 40 Coaches.

It is proposed due to the considerable contribution that coaches make to developing our players often running two training sessions per week as well as travelling to games and running the team that they deserve to be recognised for their contribution.

The proposal is that they are given a club shirt during their first year as a coach especially if they complete an appropriate coaching course (funded by the club). In the second and subsequent years they are given a 20% discount from a single registration fee for themselves or their immediate family. ie partner, child, grandchild

Again the cost will be variable but approximately \$1600 for shirts and potentially up to \$3000 if most were claiming a 20% discount from an adult registration.

This is to be funded from club revenue and if necessary registration fees could be increased to cover any significant growth in cost (Note \$10 per player increase would generate over \$4000 in revenue

This is important as we would like to be in the position where multiple people are seeking to coach a team and we can choose the most suited person for the role.

4) Manager

It is proposed due to the considerable contribution that managers make to coordinating our players and or parents each week as well as travelling to games and running the team that they deserve to be recognised for their contribution.

The proposal is that they are given a club shirt during their first year as a manager. In the second and subsequent years they are given a 10% discount from a single registration fee for themselves or their immediate family. ie partner, child, grandchild

Again the cost will be variable but approximately \$1600 for shirts and potentially up to \$1500 if most were claiming a 10% discount from an adult registration.

This is to be funded from club revenue and if necessary registration fees could be increased to cover any significant growth in cost (Note \$10 per player increase would generate over \$4000 in revenue

This is important as we would like to be in the position where multiple people are seeking to manage a team and we can choose the most suited person for the role.

5)

Regular volunteers that help out in the canteen, on the BBQ as grounds official etc. It has been recognised that we cant administer a system refunding people on each occasion but it has been suggested that we could reward the most frequent volunteers with perhaps a top 5 volunteer award which would see them provided a club discount such as off rego for the next year or off canteen purchases. We could manage the cost of that by the size of the discount/ voucher given and whilst it wont recognise all volunteer help it is an incentive for those that help out regularly. Volunteer time will be recorded via an appropriate log on system.

SPONSORED TEAMS

Whilst this is not directly linked to the recognition of volunteers due to the potential cost we feel it important to take this proposal into account at the same time.

It is proposed that our M League teams which currently include Mens M League squad including reserve grade. Womens M League and Colts (U21)

We have historically equipped these teams to the best of our ability based on available sponsorship. The reality is other clubs offer their M league more than we have including player payments.

The Club is not keen to offer player payments however we do consider it reasonable to incentivise people to join our M league team by not only providing good equipment such as uniform tracksuits and bags but if there is sufficient sponsorship that is assigned to the M League teams then we can subsidise their registration fee up to a maximum of 50%.

M – SAP

We also acknowledge that Macarthur are encouraging clubs who have a strong Mini roos team to place them in M SAP. There is additional cost to placing a team in M SAP including compulsory additional uniform such as tracksuit and bag. It is proposed that if we can secure sponsorship for that team that we can keep the registration fee down to the same as players of the same age or only slightly above. The aim is that this makes it desirable to play at the highest level within the club.

It is noted that we have produced several good division 1, U12 teams in recent years and we are consistently losing those players and then the team due to players going off to play at a higher level

Additional rules to keep the system manageable

2 eligible people can use their discount on the one recipient eg Mother and Father being a Coach and Manager can combine their discount for their child.

An individual can only choose one discount. Eg Life member who is on the Committee and Coaches can only claim one discount of their choosing.