

VOLUNTEER COMMITTEE



Policy #: VOLUNTEER COMMITTEE 01

Policy Name: VOLUNTEER INCENTIVE PROGRAM

Approved By: OCSDC BOARD OF DIRECTORS

Date Approved: Monday, November 14, 2022

Background:

1. The old way to earn a plaque was to volunteer at two club events. There was no distinction between event types. Someone could volunteer at two CGC tests, spending a couple hours of their time and earn a plaque. Where someone else stewarded all day at Silver Bay and needed to volunteer at another event to qualify. Completely unfair.
2. The idea was to make earning more fair and to provide additional incentives to encourage volunteerism.
3. Most clubs do everything with just a few workhorse members. The school of thought has always been, we do this to give back to the sport or the club or whatever. That sentiment is great but our club is capable of a high level of appreciation — “Positive Reinforcement.”
4. Initial results
 - a. The change has proven to encourage volunteerism but it has exposed additional inequities.
 - b. Is the tier system for earning equitable? No. How can we improve?
 - i. Some Officer positions require more time than others, etc.
 - ii. Some Committee Chairs do more than others, etc.
 - c. Is the point redemption value the same across all spending options? Does it need to be?
 - i. Officer should be double the other members
 - d. Can we make points earnings more visible and accessible to each member?
 - e. Can we make points redemption easier for everyone?
 - f. Can we track financial impact?

Points can be Redeemed for the following items:

1. Awards Plaque (5pts)
2. June with Joan (5pts)

3. \$20 Discount on classes (5pts)
4. Membership Renewal (5pts)
5. Awards Dinner (5pts)
6. T-Shirt

Current Point System Allocation

Tier	Points	Description
Tier 1	2 for Set Up 1 for set down 2 for each 4 hour shift	CGC Help Trial Tear Down June with Joan Thanksgiving Help Class Extra Help/Demo Dog/Special Instruction Class Check-in Table Attend General Meeting ATT
Tier 2		2 Serve on Committee Trial Steward Meet the Breeds (1 pt for each 2 hour shift) Trial Set-up Drop In Instructor
		Class Enrollment Website Membership Director Volunteer Coordinator Board Committees
Tier 3		3 Chairperson for the following Committees: June with Joan Thanksgiving Awards Dinner Awards Plaque Trial Trophy/Awards Nominating Judge Selection Ad Hoc Committee
Tier 4		4 Major Event Chair Chief Ring Steward Judges Hospitality

		Club Website
Tier 5	5	Officers and Board Members Training Director

Proposed Policy:

This committee would like to recommend that the point equal the hours that a member volunteers for the club. This recommendation would ensure that the points are equitable to the amount of time spent in service to the club. The following table illustrates how we propose members will earn points:

Points	Proposal	Description/Examples
General Membership Points	<ul style="list-style-type: none"> Points should be equal to the amount of time spent Minimum of an hour 	<ul style="list-style-type: none"> CGC Help Trial Tear Down June with Joan Thanksgiving Help Class Extra Help/Demo Dog/Special Instruction Class Check-in Table Attend General Meeting ATT
Event Committee/Trial Committee Points	<ul style="list-style-type: none"> Receive 5 for serving on an event committee. Volunteer Shirt Specific to the event Volunteers can receive Incentives for inclement weather Order bulk shirts and bring it events (clock in 8 hrs, get a shirt) 	<ul style="list-style-type: none"> Serve as a Committee Member to an annual event or trial Trial Steward Meet the Breeds (1 pt for each 2 hour shift) Trial Set-up Hospitality
Chairperson for Event/Trail Committee Points	<ul style="list-style-type: none"> Receive 10 Points for being a chairperson for an event or trial Receive a voucher for a training class Receive voucher for a free runs at an OCSDC trial Title Plaque for dog A show leash with title tags 	<ul style="list-style-type: none"> Chairperson for the following Committees: <ul style="list-style-type: none"> June with Joan Thanksgiving Awards Dinner Awards Plaque Trial Trophy/Awards Nominating Judge Selection Ad Hoc Committee
Major Event Points	<ul style="list-style-type: none"> Receive 15 Points Receive a voucher for an OCSDC trail other than the event they are chairing. 	<ul style="list-style-type: none"> Major Event Chair Chief Ring Steward Judges Hospitality Club Website Class Enrollment

		<ul style="list-style-type: none"> • Membership Director • Volunteer Coordinator • Board Committees
Board Member Points	<ul style="list-style-type: none"> • Receives 20 Points • Receive a voucher for a training class • Receive voucher for a free runs at an OCSDC trial • Title Plaque for dog • A show leash with title tags 	<ul style="list-style-type: none"> • Officers and Board Members • Training Director

Point Redemptions per person:

1. Event attendance (8pts)
 - a. June with Joan
 - b. Annual Awards Dinner
2. Title Awards Plaque (5pts)
3. Vouchers
 - a. Training Class (24pts)
 - b. Membership Renewal (16pts)
 - c. Trial Voucher (24pts)
4. Club Merchandise:
 - a. T-Shirt (8pts)
 - b. Tank Top (8pts)
 - c. Sweatshirt (16pts)
 - d. Fleece (32pts)
 - e. Hat (8pts)
 - f. Beanie (8pts)

Key Points to consider:

1. The Chair on an event should have the discretion to award additional points or to allocated incentives as they see fit.
2. The incentive program should be in effect to reward people that go above and beyond with their assistance.

Considerations:

1. Members should be allowed to redeem points for club trials.
2. If gift cards are issued at an event for volunteers, they should be a voucher for an upcoming OCSDC event or gas reimbursement. If in doubt, the Chair should confirm with the Treasurer about the type of gift card that can be issued.

3. If a member earns a new title at an event where a new Title Ribbon is not offered, they can use their volunteer points to get a new Title Ribbon from OCSDC.
4. Drop-in instructors and CGC Evaluators should be paid instead of given volunteer points.
5. Financial Impact
 - a. The Committee feels that as we do more events, more revenue will come in, which will pay for the incentives that we give the volunteers. As the events go away the need for incentives go down. So the overall impact will be net zero.