

Greetings from Fusion Comp Crew!

On behalf of the Organization, Staff and Board of Directors – Welcome - we are so happy you found us! We recognize that your time is a valued asset, and we appreciate that you are planning on sharing that with us.

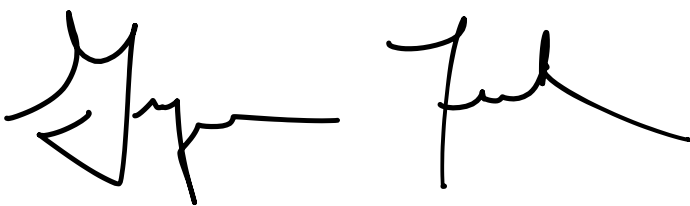
We are a registered 501c3 charity and the pages that follow will give you an in-depth view of our organization and what to expect when you volunteer with the Crew. There is also a new volunteer checklist with onboarding requirements and next steps for new volunteers.

There are also monthly zoom calls, and in person meetings set up to go over information and answer volunteer questions. The schedule for these can be found on the website under Programs - FCC Training.

Our volunteers are all parents and family members of competitive athletes with the same goals that you and your family have. We prioritize an inclusive, respectful, friendly, and fun environment for all our volunteers and ask that everyone approach volunteering with the same attitude.

We look forward to meeting you soon!

Sincerely,

A handwritten signature in black ink, appearing to read 'Gwynn Trenck', with a stylized, cursive script.

Gwynn Trenck
Executive Director
Fusion Comp Crew

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About Fusion Comp Crew

Mission Statement –

Fusion Comp Crews mission is to support families with children in dance, cheer, gymnastics, traditional stick and ball sports and other organized, competitive events through fundraising and donations.

Each registered competitor will be sponsored by volunteers who will raise money with FCC to provide grants that allow the competitor to thrive while lessening the financial burden that comes with these activities.

Background –

FCC started in 2019 by a group of parents at a dance studio looking for ways to fundraise. We started selling car wash cards, having fundraising nights at local restaurants, and a lot of high demand, low return events that didn't amount to very much for our dancers. We found a contact for concessions at our local University and started making a real difference for our families. We quickly realized the potential we had to help other families and opened our program to all competitive sports.

Impact –

As of July 2024 Fusion Comp Crew has granted more than \$1.8 Million dollars to over 300 families in support of our registered competitors. We strive to keep our operating expenses low to give as much as possible back to the community.

Goals –

FCC's goal is to provide year-round, turn-key fundraising. We have leads on site at each location and in each booth to ensure volunteers know what to do and get everyone out and back to their families as quickly as we can.

Core Values –

At the heart of FCC is our reputation. We have worked very hard over the last five years to be a valued asset to all of our partner locations. There are several key points we prioritize to remain a top tier group.

- Relationship management – On site, leads are the contact for stadium staff, they know who to contact when things are needed and what the expectations are from the venue, for the booth and volunteers. Leads ensure that all the volunteers know what to do and when to do it so we can all get out quickly and complete all the tasks required by the property.
- Consistency – We strive to ensure that if we commit to a booth or event with a certain number of volunteers, that we arrive with the right number of volunteers ready to go.
- Attitude – Customer service is key! Fans are there to watch their team and have a good time. We are an integral part of that experience. Lines are long at the stadiums, when they are greeted with a smile and efficient customer service it goes a long way.
- Flexibility – Last minute changes are the rule rather than the exception in concessions! Being able to roll with whatever comes our way, with smiles all around, is a big reason that our partner locations know they can count on us.
- Respect – Our volunteers are from all walks of life. All our competitors are athletes, from dance to cheer or baseball to soccer – but we are all here for the same reason – to give them an opportunity that they may not otherwise have. Even if you are competing against your neighbors team next weekend, while in the booth you are expected to treat everyone with respect.

Partner Locations -

UNC Charlotte

The OG location for Fusion Comp Crew. We volunteer here in the Fall. For Football we have the Pick Axe and Norm's Tavern on the Home Side of the stadium. For Basketball we have Pod 2/Pick Axe. Free parking for both sports and kids as young as 15 can volunteer with a parent or guardian. We feel strongly that having the kids volunteer to help raise funds for their expenses, gives them a better understanding of the cost involved in their activities. For this reason, we do choose parent/child teams for these events first. Dress code for this location is black non-slip shoes, black bottoms, pants, shorts or golf skirt, FCC polo and hat.

Atrium Health Ballpark / Kannapolis Cannonballers

Located in downtown Kannapolis and another popular location for 16+ with a parent, we are all over the park at Cannonballers. First and third base concessions are our home here in addition to a food cart that operates Thu – Sat and we manage all the picnics at the park. Dress code for this location is black non-slip shoes, black or khaki pants, shorts or golf skirt, a blue polo you can pick up and return at check in and a red KCB hat. Please keep the hat and come back with it each time you volunteer as we do get charged for them. You can also choose to purchase a shirt and/or hat from the team store and wear that in booth.

Truist Field / Charlotte Knights

Uptown's newest stadium, we are in Flashpoint on the first base line. It's the biggest, and busiest, stand in the ballpark. They also allow 16+ to volunteer with a parent or guardian. Dress code for this location is black non-slip shoes, black or khaki pants, shorts or golf skirt, your lead will have a Knights polo for you that will need to be returned and an FCC hat.

Spectrum Center / Charlotte Hornets / Concerts

Currently closed for remodeling we should be back at this location starting in October with a lot of concerts and Hornets basketball. Stand is TBD. Dress code is black pants only, black non-slip shoes and a stadium provided polo you will return at the end of the night, and an FCC hat. Carpools of 3 or more volunteers can get free parking in a specific lot across the road. There is also a train station at the center and it is easy access to the events.

Bank of America Stadium / Carolina Panthers / Charlotte FC

Our home locations are B120 which is a fixed bar and M121 which is a large market. Both locations are located at East Gate and are open for all events at the stadium. For FC we have 346 which is the Piedmont BBQ w/Smash Burgers. When the 500 level is open we have three locations – P520 which is a portable bar, 530 which has hotdogs and 531 which is a craft beer stand. New for this year we are partnering with the stadium in some super premium locations. The One Carolina Club on 300 and The Gridiron on 400 will be ours for all events. Additionally, we have The fifty3 Club on Zero for Panther events. We have runners on 300 and Zero delivering food to suites and events. This gives us a lot of new spaces for our volunteers and increases our footprint in the stadium. 16+ can volunteer with their parent in the Clubs and runner locations.

Duties

What we do varies by location and booth. Here is a quick overview of each – we try not to assign duties that you haven't signed up for and all bartenders must go through our training.

- Cook – We cook at UNCC Football and some light cooking at Cannonballers and Knights on occasion. We cook smash burgers, fries and sausage at the Bank in 346.
- Food Prep – Boxing, wrapping or assembling prepared food. We do this at all locations.
- Booth Runners – Running food and drinks for cashiers.
- Suite Runners – Stationed in the main kitchen you are moving hot boxes and cold food throughout the event.
- Cashier – By far the biggest need! We greet customers, ring up their order, tell them a little bit about the charity and cash them out. All cashiers must be ServSafe certified.
- Barback – By far the most physically demanding position. Moving and hooking up kegs, manage ice hydration stations and make sure the bartenders have everything they need.
- Bartender – We can tend bar at Bank of America and Spectrum Center. We have permanent bar assignments for FC and Panthers. This position does require training by FCC. If you are interested in training please send an email to admin@fusioncompcrew.org
- Attendants – We have several high profile clubs that we manage for each game. We are working on increasing our presence in these spaces. They are attended by VIP guests and service should be next level.

Dress Code – All locations.

The dress code rules apply to all locations and there are rules that apply from head to toe!

Headwear – All booths that serve food require either a hat, hairnet or visor with a hairnet. If you are cooking and have long hair you may be asked to wear a hairnet with your hat. FCC does provide one logo hat to volunteers free of charge. If you are in a bar or a location that doesn't have open food, a runner or buffet attendant you must wear your hair back and out of your face.

Jewelry – The only jewelry allowed is a plain, flat surface ring or a necklace that stays under your shirt. No earrings, facial piercings, watches, bracelets or other jewelry not specifically listed is prohibited.

Nails – All nails should be polish-free, neat and clean. Length should be no longer than your fingertip.

Shirts – FCC Polos are worn at Bank of America Stadium and UNCC. All other locations provide polos with their team/stadium logos that you receive at check in and will return at the end of the evening. In cold weather your FCC logo or the stadium issued polo will need to be your outermost layer.

Bottoms – All locations require black bottoms, no leggings or jeans or anything with holes. There are some locations that require pants. They are – kitchens – all locations, 300 and 400 level at Bank of America stadium which includes our booth 346, suite runners and club attendants and Spectrum Center – all locations. Shorts and golf skirts are also allowed in locations not specifically listed for pants. Shorts and golf skirts must go past your fingertips when you are standing with your hands at your sides.

Shoes – All locations require black, slip resistant, closed heel and toe shoes. You can save your receipt and reimburse yourself with your funds. Walmart has several options, or you can use ShoesforCrews.com. Who we have a small business account with that includes a discount.

These rules have been put in place by our stadium partners. While they may seem excessive, they are important. Making sure that we are compliant with these rules ensures that FCC continues to be able to offer fundraising opportunities for all our families.

Signing Up

Smartsheet –

- All signups are done via Smartsheet forms. These are sent via email from the website. They will cover all events in a certain time frame – a week if it's a busy time of year, or two weeks if slower.
- If there are multiple events on a same day, or different opportunities at the same property, there will be a drop-down list for you to choose your first, second or third choice. Please be sure to only check dates you are available for and willing to volunteer.
- While we will try to accommodate your choices, it isn't always possible to give everyone a shift. Your name will be on the wait list and you will receive an email if you are moved to an event.
- Use the comments section for anything you'd like to have considered or have us know – carpools, single parent that can only do two events this month etc.
- Filling out the Smartsheet does not guarantee you being on an event.

Website –

- Once events are staffed they will be posted to the website. Email's, and text messages, will be sent when they are initially staffed.
- The goal is to post events and staffing two, or more, weeks in advance of the event.
- If not scheduled for an event you can add yourself to any of the waitlists.

Causer App –

- This is the companion app for the website and keeps all the info in your phone! It is the same login credentials as the website. Your next event will be on your dashboard when the app is opened. You can click on the blue bar and get all the details for the event. Parking, dress code, arrival times and more are all right there for easy access.
- The three bars on the upper left of the screen are a menu. Schedule will take you to a calendar view – if there is a dot on a date you are either on the event or on the waitlist. Search will take you to a list of all events on the calendar.
- You will use this to check in and out at events to ensure your hours are logged as well.

Unregistering –

- FCC understands that life happens. Changes to the schedule happen daily and communication is key.
- If you need to come off an event you can unregister on the website or the app and send an email to events@fusioncompcrew.org
- If the event you are coming off of an event that is happening within 48 hours do all of the steps above and send a text to 704-454-8476.
- If these steps are not taken you can be marked as a no call/no show.

No call / No show –

Not calling off and not showing up for an event causes a few issues. First and foremost, it takes an opportunity away from another family. There are usually a couple of volunteers that would be happy to pick up a last minute shift. It also effects our standing with the stadium. We commit to a number of volunteers in each of our locations and coming up short puts more strain on everyone in the booth and in some cases can lead to fines from the stadium. In the event of a fine from the stadium that cost will be passed through to your account.

Because of this the following actions have been put in place.

- If you are a new volunteer and do not call out or show up for your first event, your login will be deactivated and no further opportunities will be available.
- If you are an established volunteer and have a no call no show you will be placed on probation and if you have another no call no show in your next five scheduled events your login will be deactivated, and no further opportunities will be available.
 - If you have grant funds available at the time of deactivation, they will remain on your competitors account for use.

Donations

The donations from our partner properties vary by location and type of product sold. We do get 100% of tips from customers. We have taken the data from the last five years and come up with an average amount that we expect to receive. We have in turn set a grant amount for each event sport and location. In accordance with guidelines set forth by the IRS and our accountant we can't publish those rates. If there are funds above and beyond the set amount they will go into a quarterly fund. That fund can be used to make up shortfalls from slow games and will be distributed quarterly. Q4 – May – July – true up will be figured in August and part of the September grant.

Statements –

Grants are given once a month. Statements for each month cover all of the events from the previous calendar month. The amounts are sent to the Board of Directors for approval usually by the 2nd. They are then reviewed and approved and sent back to the ED. It takes about two full days to move funds into each family account and send statements. Funds on your statement are available for immediate use. The only other time you will receive a statement is when a grant request has been processed or by request.

Any donation amount received above the set amounts will be allocated to families quarterly at the discretion of the Board. Event volume, volunteer participation and other factors will be used to determine additional grants to each family.

Grant Requests –

Requesting to use grant funds can be done at any time during the month. They will be processed bi-weekly. If there are hard and fast deadlines for tuition or fees please include these in your requests. We can't guarantee that they will be processed on time and any late fees incurred are not the responsibility of the charity. Allowable expenses include –

Equipment – Any equipment that is necessary for your child's sport. Bats, dance bag, sport specific shoes, practice equipment.

Uniform/Costume – All team uniforms, costumes and warm up/required garments.

Accommodations – If you are required to stay overnight for a competition you can expense the hotel. Competition information will be required to be sent in host name and

dates. We can do a credit card authorization in advance of your stay or it can be reimbursed. Please note that if your competition is for two days and you stay for a week only the dates of the competition can be covered.

Skill Building Events – These can be dance intensives, flyer classes, Dbats style memberships, etc.

Entry Fees – All competition entry fees for the child to compete as well as fees that are required to be paid by parents to watch.

Tuition – All team and monthly expenses required to be on the team.

Private Lessons – If paying a private instructor we will need tax information for paying anyone over \$600. If paying a facility we can pay direct or reimburse with receipt.

Choreography – If paying a private choreographer we will need tax information for paying anything over \$600.

Travel – Coverable expenses include domestic airfare for the competitor over 300 miles from Charlotte. International travel for the competitor can be covered, and a parent can be considered. Gas and mileage cannot be claimed per IRS rules.

Have a special circumstance or question? Send to admin@fusioncompcrew.org with details for the ED to review with the Board and the accountant.

Fusion Comp Crew Slang –

We know getting started can be tough – especially when there are a bunch of terms being thrown around that you don't know! Here's a quick guide to some of the more used terms.

- The Bowl – Where the game is played and the fans watch.
- Call time – Time volunteers are expected to arrive.
- Chafer – Designed to keep hot food hot. These are set up by the suite attendants and filled with water and a lit sterno underneath. We place the food dishes from the hot boxes in these. All the dishes will have a divot on one side with a hole in it that should be at the back of the chafer to collect condensation. Keep the lid closed to preserve heat.
- Club Attendants – These volunteers will be in our VIP event spaces, greeting guests, making sure areas stay neat and tidy.
- Concessions – We use this signifier to refer to any booth that we operate regardless of style – bar, market, location or food stand.
- Dark Day or Week – Any day that the property is not in public use. We generally use this when all properties are not operating.
- Gates/doors – Time when gates or doors are opened to the public.
- Hot Box – Large refrigerator shaped box on wheels full of food for the suites. These must be handled by a team of two volunteers. At no time should one volunteer have a box by themselves.
- Hot Push – This is what we call the food delivery to suites – volunteers will push a hot box full of food and deliver to suites or event spaces. Once the initial push is done you will report to your assigned booth.
- Queen Mary – this is a large, heavy duty shelving unit on wheels used to transport cold food and dirty dishes at the end of the event.
- Sign in sheets – Each location has a sign in sheet – please make sure that you get with your lead and be sure to sign in.
- Sterno – Tin canister filled with flammable gel used in Clubs to heat water to keep food warm on a buffet line.
- True Up – This is our quarterly distribution of any funds donated above and beyond what has already been granted out to families. This happens quarterly or as needed.

New Volunteer Check List

- ☐ Submit family registration form
- ☐ Complete ServSafe Training
- ☐ Complete Levy Training
- ☐ Complete Levy Volunteer packet
- ☐ Print and Sign FCC Release and Waiver
- ☐ Upload all documents to Smartsheet – link page 14 section 1.3
- ☐ Submit your preferred name and team for your name tag
- ☐ Once login has been set up complete your profile
- ☐ Ensure your email is set to allow messages, allow scheduling and verify your phone number
- ☐ Download Causer app for your phone – log in with the same credentials as the website.
- ☐ You can choose to join our WhatsApp chat. This is where we go for last minute help, updates and general info. Download the app and text 704-454-8476 for the link.
- ☐ My account number is _____

Policies

Section 1 – Volunteer Requirements

- 1.1 – ServSafe Certification – All volunteers 18 and older must be ServSafe Alcohol certified. You can find the course at www.servsafe.com more information is available in the Levy volunteer packet. Be sure to use the discount code LEVY23 for 30% discount.
- 1.2 – Levy training certificate – All volunteers must complete – link is here <https://www.brainshark.com/1/player/levy?fb=0&r3f1=&custom=nonlevyteammembertraining> Location should be Bank of America and Group should be Fusion Comp Crew.
- 1.3 – Levy volunteer packet should be signed and uploaded with the rest of the documents here <https://app.smartsheet.com/b/form/65d19423243b455aa60f1f9478c01cbc>
- 1.4 – Volunteering with other groups –
 - 1.41 – FCC understands that volunteers join multiple groups to get the best chance of fundraising or to cover more properties. This is allowed but some guidelines have been put in place.
 - 1.42 – If you volunteer with another group and want to use your funds for tuition, funds will need to be paid directly to your team/studio/gym. Reimbursement will no longer be allowable. This is to prevent another group paying tuition and then receipts being submitted to FCC for “reimbursement”. If you have circumstances you would like to have the board consider you can submit an email to admin@fusioncompcrew.org Failure to disclose you are volunteering with another group is grounds for account deactivation.
 - 1.43 – If a volunteer is a lead with another group, we assume that they would have similar opportunities and benefits that we afford our leads. Therefore, leads from other groups will no longer be able to volunteer with FCC.
 - 1.44 – Current and future FCC leads will also be limited to volunteering with FCC only. Current leads can step down and continue to volunteer with us.

Section 2 – Competitor Requirements

- 2.1 – Children must be 17 or under on the first day of their competition season.
- 2.2 – FCC accepts individual and team competitors depending on the sport. Traditional sports such as dance, baseball, softball and hockey are considered team sports. Golf, BMX, Motorcross, Sprint Cars, figure skating and pageants are considered individual sports.

2.3 – School sports – While FCC recognizes that school sports have significant cost involved, we also recognize that schools are a 501c3 and have their own fundraising goals that rely on parent support. FCC doesn't want to disrupt those efforts by taking volunteers away from the schools. Because of this we can't cover any school related teams.

2.4 – Each competitor can have up to four registered volunteers, but there is a limit to how many can be on site at once. Typically, there will be no more than two on any event unless there is room last minute.

Section 3 – Attendance & On Site

3.1 – Coming off an event

3.12 – If you need to come off an event that has been posted to the website you should unregister on the website or app and send an email to events@fusioncompcrew.org

3.13 – If you need to change your sign ups on a Smartsheet that is still open you can re-submit with a 2 after your last name. If it's closed you can send an email to events@fusioncompcrew.org with your changes.

3.14 – If you need to come off an event within 48 hours you need to do 3.1 and send a text to 704-454-8476 – failure to do so can result in a no call no show.

3.15 – Repeated call off's in the 24 hours before an event will result in fewer opportunities offered. If there are mitigating circumstances that you would like the board to review you may send an email to admin@fusioncompcrew.org

3.2 – No call, no show

3.21 – If you are a new volunteer and have a no call no show on your first event your account will be disabled and no further opportunities will be available.

3.22 – If you are an established volunteer and have a no call no show you will be placed on probation. If you have another no call no show or other disciplinary action during the next five scheduled events your account will be disabled and no further opportunities will be available.

3.3 – Volunteer conduct while on site is a critical part of our success. While wearing FCC logo items professional behavior is always expected. Violations will be evaluated on a case-by-case basis to determine if probation or suspension is appropriate.

3.31 – Consumption of alcoholic beverages or illicit drugs directly before or during an event is strictly forbidden. Any volunteer found to be under the influence will be removed from the event and any funds they would have been granted will be forfeited.

3.32 – Vulgar or obscene language, disruptive behavior, yelling or heckling is not allowed anywhere in the facility.

3.33 – Discrimination, threats of violence or harassment will not be tolerated. Every volunteer should treat other volunteers, leads and stadium staff with courtesy and professionalism.

3.34 – Volunteers are not paying guests with a ticket. Volunteers are not allowed in the bowl at any time unless we have a stadium placement in the bowl. At no time should a volunteer seek out a place to watch a game or concert. If you are dismissed prior to the end of an event you should exit the facility right away. Anyone caught in the bowl during an event is subject to immediate dismissal.

3.4 – The Causer app is a companion app to the website. You should download and log in with your email and password from the website. Each volunteer should check in and out on the app for each event to make sure that their hours are logged.

3.5 – Starting in July 2024 FCC will be transitioning to polos from t-shirts. Volunteers will receive these at the first event where they are worn. A charge of \$35 will be taken off your account for the month that you receive the polo. You will receive a hat and name tag free of charge. If you need a replacement name tag there will be a \$3 fee and hat will be a \$10 fee. Outerwear will be ordered once a year and your funds can be used to cover the cost.

3.6 – We understand that keeping in touch with family while in the booth is important but mobile phone usage should be limited. If you need to take a call or check a text, please let the lead know and step out of customer site to do so. Mobile phones should be out of customer view at all times.

3.7 – As FCC grows into more VIP areas in stadiums more care must be taken regarding social media posts. If you are in a concessions booth you may take a pre-shift selfie in the booth and post to your social media feed with your location for friends attending to come see you. At no time may volunteers go into the bowl or take photos of the game/event. Absolutely no photos of any kind may be taken on Zero, 300 or 400. Anyone who is reported for taking photos on those levels will be subject to immediate dismissal.

3.8 – Sometimes you may be in a booth with another volunteer that is at an opposing gym, studio or team. It is expected that you treat everyone with respect. The booth is no place for gossip, taunts or other abusive behavior and it will not be tolerated. Trying to recruit volunteers to another non-profit volunteer group or to your team / studio / gym will result in your dismissal.

3.9 – Bartenders must go through FCC training. If interested, please email admin@fusioncompcrew.org

3.10 – ALL volunteers over 18 must adhere to all alcohol service rules that are gone over at every pre-shift meeting by your lead. Any infractions – serving over the limit of drinks allowed, serving a minor, serving an intoxicated guest or serving after cut off is grounds for immediate dismissal from the group. Any funds that have been earned to date will be held until it has been determined if FCC will face a fine for the situation.

3.11 – First time dress code violations will receive a warning. Second time violations will result in volunteer being sent home and may include inability for further opportunities.

Section 4 – Grants

4.1 – Grant requests are processed at least twice a month. Timing may not always coincide with your studio/team/gym deadlines. FCC is not responsible for any late fees incurred.

4.2 – In some cases, grants can be processed before month end with permission from the Board of Directors and the Executive Director. If you would like to discuss this, please email admin@fusioncompcrew.org and text 704-454-8476 for review.

4.3 – Quarterly “true ups” will be figured the month after the end of a quarter and included in the following months statement. Example – Q4 is May – July. True up will be figured in August and added to grant statements in September.

4.4 – A calendar year fundraising limit has been set at \$15,000 per calendar year, per family. The board does concede that this may not be a one size fits all amount and requests to be able to fundraise above that limit may be submitted for Board approval.

4.5 – If your competitor stops competing due to injury, illness, or choice and still has funds available, we will work with you to review what final expenses can be claimed. If there are none you can donate to another family or back to FCC where they will be allocated to a family in need.

4.6 – During your competitor’s senior year, we will work together to keep a close eye on your fundraising needs to avoid funds left on your account.

4.7 – FCC prefers to pay expenses directly to your team/studio/gym. This can be done online with your login and password provided on the grant request form or via check. Reimbursement payments will be paid by check. Venmo will be reserved for payments to businesses.

4.8 – All reimbursement requests must be accompanied by valid receipts printed with a vendor name and address and/or tax ID number. Handwritten receipts are not accepted.

4.9 – In rare cases of need a volunteer can request a grant in advance of volunteering. There are several criteria that must be met –

4.91- Volunteer must be in good standing with FCC and an ongoing volunteer for a minimum of one year.

4.92 - The request must be payable to a gym/team/studio or hotel/airline – reimbursements do not qualify.

4.93 – Amount cannot exceed \$600 without board approval.

4.94 – Volunteer agrees that all grants earned must repay the advance prior to any grants being banked for future use.

4.95 – Volunteer agrees that failure to volunteer/repay advance will result in expulsion from FCC and name will be supplied to all partner locations to bar from all volunteer activities regardless of organization.

FUSION COMP CREW

Volunteer Release and Waiver Agreement

Thank you for volunteering! We greatly appreciate your commitment to supporting your athlete! Please carefully review the following Agreement as it pertains to your involvement with Fusion Comp Crew as a volunteer.

This Agreement is made on this _____ day of _____, 20____ by and between the "Volunteer" in favor of Fusion Comp Crew, a nonprofit corporation, its directors, employees, and agents (collectively, "FCC.") Your agreement with our (1) Release and Waiver of Liability and (2) Confidentiality policies are in effect from the date signed and remain in effect until you revoke them in writing.

The Volunteer desires to work as a volunteer for FCC and to engage in the activities related to being a volunteer (the "Activities"). The Volunteer understands that the Activities may include, but are not limited to, operating concession stands at various venues throughout North Carolina. The Volunteer hereby freely, voluntarily, and without duress executes this Release under the following terms:

1. **RELEASE AND WAIVER:** Volunteer does hereby release and forever discharge, hold harmless, and indemnify FCC and its successors and assigns from any and all liability claims and demands of whatever kind of nature, either in lay or in equity, which arise or may hereafter arise from Volunteers' Activities with FCC. Volunteer understands that this Release discharges from any liability or claim that the Volunteer may have against FCC with respect to any bodily injury, personal injury, illness, death, or property damage that may result from the Volunteers' Activities with FCC, whether caused by the negligence of FCC or its officers, directors, employees, or agents or otherwise. Volunteer also understands that FCC does not assume any responsibility for or obligation to provide financial assistance or other assistance, including but not limited to medical health, or disability insurance in the event of injury or illness.
2. **MEDICAL TREATMENT:** Volunteer does hereby release and forever discharge FCC from and claim whatsoever which arises or may hereafter arise on account of any first aid, treatment, or service rendered in connection with the Volunteer's Activities with FCC.
3. **ASSUMPTION OF THE RISK:** Volunteer understands that the Activities include work that may be hazardous to the Volunteer. Volunteer hereby expressly and specifically assumes the risk of injury or harm in the Activities and releases FCC from all liability for injury, illness, death, or property damage resulting from the Activities.
4. **INSURANCE:** Volunteer understands that, except as otherwise agreed to by FCC in writing, FCC does not carry or maintain health, medical, or disability insurance for any Volunteer. **Each Volunteer is expected and encouraged to obtain his or her own medical or health insurance coverage.**

5. **PHOTOGRAPHIC RELEASE:** Volunteer does hereby grant and convey unto FCC all rights, title, and interest in any and all photographic images and video or audio recordings made by FCC during the Volunteer's Activities with FCC, including but not limited to any royalties, proceeds, or other benefits derived from such photographs or recordings. Volunteer does hereby grant FCC permission to use Volunteer's likeness in photograph, video, or other digital media in any and all of its publications, including web-based publications, without payment or other consideration.
6. **CODE OF CONDUCT:** Volunteer expressly agrees to abide by the FCC Volunteer Handbook attached herein, and refrain from acting in any manner which may jeopardize FCC while volunteering for FCC, including but not limited to smoking, alcohol or drug use, cursing, wearing inappropriate or provocative clothing, or dispensing confidential information concerning FCC or its participants. Volunteer understands that any breach of this code of conduct is grounds for immediate dismissal from volunteer participation and may be grounds for legal action.
7. **OTHER:** Volunteer expressly agrees that this Release is intended to be as broad and inclusive as permitted by the laws of the State of North Carolina and that this Release shall be governed by and interpreted in accordance with the laws of the State of North Carolina. Volunteer consents to the jurisdiction and venue in the County of Mecklenburg and/or the United States Court for the Western District of North Carolina, for any and all causes of action that arise related to this Release and/or Volunteer's activities with FCC. Volunteer agrees that in the event that any clause or provision of this Release shall be held to be invalid by any court of competent jurisdiction, the invalidity of such clause or provision shall not otherwise affect the remaining provisions of this Release which shall continue to be enforceable. In the event of a dispute or litigation, the prevailing party shall be entitled to recover all attorneys' fees and costs.

IN WITNESS WHEREOF, the Volunteer agrees to and has received the Fusion Comp Crew Volunteer Release and Waiver Agreement and 24 – 25 Handbook

Signature:

Print Name:
