

## **MLAHA Volunteer Policy**

MLAHA operates successfully because of our volunteers. In order to provide a quality program and to create a positive experience for our players, we need help from each registered family. All opportunities throughout the season are posted on MLAHA's website through Crossbar. The 2025 – 2026 Volunteer Policy is below. This policy is in effect from April 1, 2025 through March 31, 2026, aligning with MLAHA's fiscal year.

Families must complete **40 hours/per family** association volunteer hours; 20 of these hours must be completed by 12/31/2025 & 20 hours must be completed by 3/31/2026.

- Failure to complete requirements by dates above will result in a \$500 charge for each missed deadline. These will be invoiced directly thru crossbar.
- Unpaid invoices after 15 days will impact playing time.
- In the instance volunteer hours are not completed and invoice is not paid, the player will NOT be allowed to register for the upcoming season.
- Players that withdraw from hockey or are injured during the season will still face volunteer requirements. Circumstances are reviewed on a case-by-case basis which takes into account the date of player removal.
- Association volunteer shifts are concessions, penalty box, book, clock, flooding, gambling, tournament shifts & other fundraising events.
- **Please note:** Players or other children are not allowed to attend any concessions, book, clock volunteer shifts, including gambling and regular shifts, without prior approval from the Volunteer Coordinator. Players 12+ can work penalty box shifts with a helmet. Failure to obtain prior approval will result in forfeiture of the hours worked and a no-show fee will be invoiced.
- Mite parents are not exempt from fulfilling volunteer shifts.

- Families will receive \$10/hour in registration credits for every volunteer hour worked after 50 hours.

### **Gambling Shifts**

These opportunities include, but are not limited to, assisting staff during Meat Raffle (Paddle Tickets) & events. Please note:

- Volunteers must be 18 years of age or older, and will be paid for time worked. In addition to payment volunteers will receive volunteer hours to match the time worked.
- Volunteers may at times be responsible for handling cash; any lost cash is to be replenished by the volunteer at the end of their shift.
- When you sign up to volunteer, you are responsible for the shift. If you are unable to make the shift for unforeseen reasons and the shift is within 7 days, you must email [gambling@mlaharebels.com](mailto:gambling@mlaharebels.com) to be removed from the shift. Canceling within 48 hours will result in no-show fees.

### **Additional Ways to Fulfill Volunteer Requirement**

- Locker Room Monitor (Max 2-4 per team with coach approval, background clearance, & Safesport certification) volunteer hours received will mirror sign up in the team crossbar app.
- Coaches and team managers will receive volunteer credit for all players in their family. Teams will be allowed no more than one (1) head coach, three (3) assistant coaches and one (1) team manager (40 hours) for volunteer credit exemption. In order to get your exemption; you must commit to the full season.
  - Co-managers may share duties & split volunteer hours.
- Donating goods or being a sponsor does not relinquish volunteer hours.

### **Active Military Exemption**

Players with active Military parent/guardian currently deployed will have volunteer hours for all players waived; must provide status verification to the Volunteer Coordinator.

### **Volunteer Hours “No Show”**

If you are signed up for a volunteer shift (Gambling or Regular) and do not complete that shift, for whatever reason, you will be invoiced (***canceling a volunteer shift within 48 hours will result in no-show fees***):

1. 1st offense - \$25
2. 2nd offense - \$50
3. 3rd offense - \$100

***\*To avoid No Show fees, please find your own replacement for shifts\****

### **Hardship**

On occasion, families experience hardship and are unable to fulfill their volunteer hour commitment. If you are concerned about fulfilling your volunteer hours, please contact the Executive Board of Directors at [executiveboard@mlaharebels.com](mailto:executiveboard@mlaharebels.com).

### **Volunteer Code of Conduct**

MLAHA is a non-profit, volunteer led and run organization. One of our goals is to provide a safe and fun environment; we expect the same from all of our participants, including volunteers.

- Always conduct yourself in a manner that positively reflects on all participants and MLAHA regardless of the opportunity or location to which you are fulfilling your hours.
- Respect the property of MLAHA, the city of Moose Lake, as well as our gambling partners.
- Take steps to prevent theft or damage whenever possible.