



## **CNSC Honarium Policy**

*May 2020*

Volunteer leaders provide essential energy and skills to CNSC programs. In recognition of their invaluable contributions, CNSC program volunteers will receive the following recognition:

- Adult Recreation Group Leaders: \$250/10 session
- Biathlon and X-Country Racing Program Coordinators: Full Volunteer Bond
- X-Country and Biathlon Coaching Assistants and (season-long) Race Wax Technical Volunteers: Full Bond (if no athletes in club then paid hourly)
- In the event the above positions are shared between more than one individual, the honorarium will be split proportionally. Volunteers will normally not receive more than one honorarium.

The contribution of program volunteers will also be recognized at the annual Wrap Party. The Board may from time to time elect to provide equivalent gift certificates in lieu of cash honorariums. This decision will be made and communicated at the beginning of the program year, and will apply to all volunteers.

Should funding allow, the CNSC Board may also elect to provide CNSC-insignia gear (e.g. hats, buffs) to program volunteers.