



Edmonton Ultimate Players Association

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Volunteer Incentive Program

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Background

The Edmonton Ultimate Players Association (EUPA) was incorporated in 2001 as a not-for-profit association founded on a handful of basic principles. As filed in the *EUPA's Articles of Incorporation* its objectives are as follows:

- Promote the sport of Ultimate and its spirit of good sportsmanship in Edmonton and surrounding areas
- Promote physical and mental well-being through exercise
- Provide a social atmosphere for all who play the sport of ultimate
- Provide an atmosphere that fosters learning – teaching beginners who want to play the sport of ultimate and assisting players who want to improve
- Organize pick-up sessions open to everyone who would like to play the sport of ultimate
- Organize leagues for members to play the sport of ultimate
- Promote the sport of ultimate in Edmonton at a national level by supporting teams which participate in competitions and tournaments
- Represent the concerns of persons who play the sport of ultimate in Edmonton and its surrounding areas through participation in governing bodies such as Ultimate Canada.

In conjunction with [EUPA's strategic plan](#), the objectives listed above direct all of the EUPA's conduct and policy making.

Purpose

EUPA is an organization run on volunteers. Throughout the year, EUPA calls on volunteers to support tournaments and clinics. As well, volunteer coaches are required for juniors programs and the Community Coaching Program. Incentives are an opportunity to recognize the significant contribution of volunteers to EUPA events and a method to build and grow an active and engaged community of volunteers.

The Volunteer Incentive Program (VIP) serves to attract new volunteers, retain existing volunteers and aid touring teams in subsidizing season costs. The emphasis is on volunteering and as such the compensation rate is set low and, aside from club teams, compensation is in kind.

This program supports EUPA's strategic plan by contributing to all four pillars in the following ways:

1. Community
By encouraging EUPA members and non-members to be engaged, beyond lacing up their cleats and throwing a disc, we will build more community connections and promote a culture of ownership by having volunteers run successful events.

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2. Growth
Volunteers will help EUPA to provide a variety of events for the community that will promote growth in numbers, opportunities and learning.
3. Capacity and Resources
Provide opportunities for EUPA members to build their individual capacities through volunteer experiences. Assist club teams in reducing the high cost of travel and play as representatives of EUPA.
4. Youth
Encourage qualified members to take on coaching roles for junior programs.

Eligibility

Club Team Eligibility

To qualify as a club team, the team must meet the following criteria.

1. Complete a minimum of 100 volunteer hours within the VIP
2. Submit an application for club team status.
3. 80% of players on the team's roster must be Edmonton area residents
4. Each Edmonton area player must hold a valid EUPA membership and be in good standing
5. Vie to compete in at least one of the following major tournaments in any division:
 - a) The Canadian Ultimate Championships
 - b) USAU Northwest Regionals
 - c) USAU Club Nationals
 - d) Canadian University Ultimate Championships
 - e) Canadian 4-on-4 Ultimate Championships (C4UC)
 - f) any other WFDF sanctioned events

Club team members are also expected to promote opportunities for touring ultimate at EUPA leagues, be good models of spirit of the game, and promote EUPA tournaments and events at the events they attend throughout the season.

Club team eligibility can be awarded or revoked at the discretion of the Tournaments and Events Committee.

Eligible club teams have the opportunity to receive funds from the VIP. As well, advance volunteer sign up will be open to eligible club teams for select EUPA events.

Individual Eligibility

To qualify for participation in the VIP, individuals must:

1. Be a member of EUPA in good standing or associated with a EUPA member (i.e. parent, partner, friend)
2. Qualified for specific volunteer roles as determined by EUPA (coach, bartender, Tournament Director, etc.)

Volunteer Opportunities

EUPA attempts to keep consistency from year to year for each event, however, dates are subject to change due to facility availability and other organizational considerations.

Links to volunteer sign-up documents will be added as they become available.

Fundraising Opportunity	Date All dates are subject to change	Roles	Approximate number of volunteer hours available	Total Number of Points available
Frostbite Open	Jan. 11, 2020	Set up & clean-up Disc Central Tournament Director	7	80
Spring Clinic		Clinic Director Coaches	10	100
Corporate Challenge Clinic	May 11, 2019	Clinic Director Coaches	10	100
Corporate Challenge	June 7-8, 2019	Set up & clean-up Field Coordinators Disc Central Tournament Director	200	664
Art Hawkins	Jun. 8, 2019	Tournament Director Set up & Clean-up Disc Central Bartenders	10	61
Cups Tournament	July 6, 2019	Set up & clean-up Sober Supervisor Bartending Registration Tournament Director	50	Combined with Spirit of Summer

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Fundraising Opportunity	Date All dates are subject to change	Roles	Approximate number of volunteer hours available	Total Number of Points available
Spirit of Summer	July 6, 2019	1 day hat tournament with Saturday night dinner and party Tournament Director	100	706
Pre Fall Brawl (PFB) Tournament	Aug. 30 - Sept 1, 2019	2 day team tournament with Saturday night dinner and party Tournament Director	100	537
Spirit of the North	Oct. 12, 2019	Set up & clean-up Disc Central Tournament Director	20	229
Carbon Claus	Dec. 14, 2019	Tournament Director Set up & clean-up	10	80
Fallout Coaches	2019 Summer Season	Coaches	240	400
Community Coaching Program	2019 Summer Season	Coaches	10	100
Indoor Juniors League	2019 - 2020 Indoor Season	Coaches	40	120
Field Coordinators	various leagues - subject to need	Field Coordinators	flat rate point value	240
Board Member	Yearly		flat rate point value	450
Committee Member	Yearly		flat rate point value	625

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Role Requirements

Coaches

All coaches must apply and be approved by the associated committee.

Fallout, juniors, youth leagues - Youth Committee

Community Coaching Program, Clinics - Growth & Development Committee

Bartenders & Sober Supervisors

At least 18 years of age and First Aid certified. Sober at all times. Comfortable with leadership and managing emergency situations in accordance with the Emergency Action Plan. Ensure facility rules are being followed and no one is being over-served. Further details available on sign-up spreadsheet.

Field Coordinators

Must expect to be in attendance at 90% of all games. Ensure fields are set up and games start and end on time. Further details available on the sign-up spreadsheet.

Tournament Director

First Aid training. Oversee the general operations of the tournament leading up to and at the event including coordinating with EUPA general manager, Tournaments & Events Committee and volunteers.

All tournament directors must apply and be approved by the Tournaments & Event committee.

Clinic Director

Experience teaching ultimate.

Points System

Volunteers will earn points for their volunteer time at in accordance with the table below. Point value is subject to change and points are awarded at the discretion of EUPA.

Tier 1 (10 pts per hour)	
Coaching Tournament Director Clinic Director	Specific to each coaching opportunity Specific to each tournament Hourly
Tier 2 (6 pts per hour)	
Bartending Sober Supervisor Clinic Support	Hourly Hourly Hourly

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Tier 3 (3 pts per hour)	
Disc Central Set-up / Clean-up at events Score Keeping	Hourly Hourly Hourly
Flat Rate (specific to each role)	
Board Member Committee Member Indoor Field Coordinator	50 points each year as board member 25 points for per year as committee member 40 points per session

Procedures

Sign Up

Club Teams

Club teams may apply to receive funds through the Volunteer Incentive Program at any point. Each team must complete the Club Team Volunteer Incentive Program Application. After approval, they will be eligible for the duration of the EUPA fiscal year. Eligible club teams will also have the opportunity for advanced sign up for select EUPA events. Volunteer sign-up will be closed 1 week prior to the event.

Individuals

Eligible individuals can sign up or apply for specific roles as they become available for each event. Sign up will take place on either a spreadsheet. Callouts for volunteers will be announced through the newsletter, social media and eupa.ca. Links and more information about volunteer opportunities can be found on the EUPA website under the Community Tab. Volunteer sign-up will be closed 1 week prior to the event.

Submission of Points

Individuals are responsible for submitting their points by the end of each month. Point submission takes place through a google form, which can be found on eupa.ca. At the time of submission, the individual must indicate if the hours are to be applied to an eligible club team or for personal use. EUPA will track points for individuals and club teams.

Redemption of Points

Individuals may redeem points for registration fee discounts on an ongoing basis. Members are limited to one fee discount per session. Points are non-transferable. Points can be redeemed for EUPA swag at the AGM or summer league captains meeting.

EUPA reserves the right to set an expiry date to points at any time.

Club team payouts will happen on April 15th & September 15th. Club teams receive the equivalent of \$1.00 per point.

Example Point Values, As of March 21, 2019 ** Subject to change** Not an exhaustive list.

50% off League	50 pts
25% off league	25 pts
EUPA Reversible	25 pts
EUPA Disc	10 pts
Lifetime EUPA Membership	1000 pts

Blue Sky Provision

EUPA reserves the right to recognize additional contributions to events not listed here with additional support to Club Teams, subject to Board approval. This agreement is under continuous review and as such, point value is subject to change.

Audit and Final Approval

All requirements are subject to audit and final approval by the EUPA. Support and eligibility with respect to the above cooperative agreement program can be denied subject to satisfactory compliance with the policy's provisions as determined by the EUPA Board of Directors. The agreement is also subject to budgetary restrictions and resource availability.

Future Provisions

The EUPA General Manager and Board of Directors will review this agreement annually, revisions will be posted no later than March 1st of each year. Club Teams and individual volunteers taking part in the previous year's program may be contacted to provide their feedback.

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