

# Changes to BIAC Volunteer Hours Policy

Updated: 2/17/2020

## Summary (details below)

- **All volunteer hours must be logged no later than March 31, 2020. It's really important to [log your hours](#) on a timely basis.**
- Hours will be tallied and unfulfilled hours invoiced on April 1st to align with membership renewals, beginning this year
- For the May2020-April2021 membership year, **unfulfilled** volunteer hours will be billed at \$30/hour up to \$360.
- The buy-out of hours remains the same at \$250.

Dear BIAC members,

As you know, BIAC members are required to contribute 12 volunteer hours to the club, or be billed for those hours. The end of our membership year is approaching, so too is the annual tally of volunteer hours.

The BIAC Board of Directors believes that volunteering toward the upkeep and management of the club is important and has benefits in terms of encouraging community and commitment toward the club. We want to encourage and appreciate the majority of our members who invest that time and energy!

At our most recent meeting the board decided to make a couple changes to address challenges with tracking and billing of unfulfilled hours. The changes are:

1. Beginning THIS YEAR, **we will tally hours logged through March 31, 2020**. Invoices for unfulfilled hours will thus be viewable and payable during membership renewal. If you see an unpaid invoice during renewal, please click into it and pay it at the time you renew.
2. Beginning THIS YEAR, **we need to have hours LOGGED by March 31** to accommodate the invoicing date change. **As this year is a transition, members may “pre-log” hours they know they will fulfill during April 2020.**
3. Beginning NEXT MEMBERSHIP YEAR, hours worked in April may count toward the subsequent membership year.
4. Beginning NEXT MEMBERSHIP YEAR, hours not logged by the cutoff (March 31) will be billed and bills will not be renegotiated after the fact.
5. Beginning NEXT MEMBERSHIP YEAR, if you opt for the 12 hour volunteer requirement, any hours left unfulfilled will be invoiced at \$30/hour up to \$360 for 12 hours. The option to “Buy Out” membership hours with your membership purchase will remain the same - \$250 for the year. This change is to recognize the administrative cost of unfulfilled hours versus the buyout. We strongly encourage people to fulfill their hours, but if you are not going to do so, please make that decision up front.

I would like to thank the majority of members who invest many hours of their time into making the club run, maintaining the facility, repairing boats, and many other tasks. The board wants this spirit of volunteerism to continue! We have made these changes to address awkward timing and time

consuming administration issues surrounding the execution of the volunteer policy, especially unfulfilled hours.

Sincerely,

-Jon Carlson, President