



# Water Rat Parents Club

## Volunteer Policy of September 2009

*Revised September 2011*

*The Westport Weston Family Y is dedicated to building strong kids, strong families and strong communities. It does this by emphasizing honesty, respect and responsibility in its programs, including the Water Rat Swim Team.*

PET-WRAT is the Parent Encouragement Tax of the Westport Weston Family Y Water Rat Parents Club. The annual PET-WRAT fee, paid at registration in September, is the major source of income used to fund the Parents' Club annual operating budget. Families have the opportunity to earn back their PET-WRAT fees through volunteering.

### **PET-WRAT Fee**

\$275.00	One swimmer on the team
\$350.00	Two or more swimmers on the team

The PET-WRAT fee is payable in full at registration in September. No swimmer will be allowed to begin practicing with the team until PET-WRAT fees are paid or waived because of financial need. *(PET-WRAT fees are lowered or waived only for families who receive financial assistance from the Westport Weston Family Y.)*

In order to staff swim meets with parent volunteers the Water Rat Parents Club adapted its PET WRAT requirements, effective September 2009. Water Rat families are now urged to perform on-deck assignments – as either officials or timers – during both the Short Course and Long Course seasons.

- The PET WRAT volunteer point system remains the same. Parents are required to help manage the Water Rat Swim Team by performing volunteer jobs, which help them earn points. The number of Water Rat swimmers in a family, and their ages, determine the number of PET WRAT points a family must earn.
- Parents who are not certified USA Swimming Officials, can work on-deck as timers and PET WRAT points will be granted for each swim meet they work.
- Parents can sign up to work at swim meets at the annual Water Rat Expo in September. They also can use the team website at any time to register to work at swim meets. Later in the season, the Volunteer Coordinator will choose timers from a list of those who have not volunteered in person or online.
- **Parents who fail to sign up at WRAT Expo or fail to register online will be assigned to work at swim meets as needed by the Coordinator.**

- Parents must find a replacement if they cannot work at a swim meet for which they have registered or been assigned. If they fail to work on deck or find a replacement their child may be prevented from participating in future swim meets. This sanction can be appealed by requesting to meet with the Volunteer Coordinator and one of the co-presidents of the Water Rat Parents Club.
- The online signup system will not be used for championship meets. As in the past, the parents of championship swimmers will be assigned to work at championship meets after Connecticut Swimming allocates jobs to the team. These assignments will be made irrespective of past volunteer work.
- Parents who do not fulfill their volunteer point requirements may jeopardize their child's continued membership in the Water Rat Swim Team. Swimmers may be excluded from the team if their parents consistently fail to participate in the team's management.

### **Parent Commitment**

The minimum volunteer obligations of all Water Rat Swim Team families shall be:

15 points	8/under swimmer
25 points	Age Group swimmer
25 points	Senior swimmer
30 points	2 or more swimmers including one 8/under
35 points	2 or more Age Group/Senior swimmers

Volunteer points can be earned by working at swim meets, by becoming a swim meet official, by accepting an appointed volunteer position, or by serving on the Parents' Club Board of Directors. Parents will be asked to sign an acknowledgement of this commitment when they register their child at the Expo in September.

### **Water Rat-Hosted Meets**

You will sign up to work at Water Rat-hosted swim meets on the team website: [wrat.org](http://wrat.org). We will post these events and the available positions on the team web site prior to the meet. It is your responsibility to check the web site and sign up for positions. At the meet, it is your responsibility to check in with the Meet Manager to verify that you have fulfilled your commitment. If you cannot fulfill an assignment, you are responsible for obtaining a substitute. Failure to fulfill your assignment or to provide a substitute at a home meet may result in a fine of \$50.00.

## **Away Meets**

You will sign up to work at away swim meets on the team website: wrat.org. We will post these events and the available positions on the team website prior to the meet. It is your responsibility to check the web site and sign up for positions. At the meet, it is your responsibility to check in with the Volunteer Coordinator to verify that you have fulfilled your commitment. If you cannot fulfill an assignment, you are responsible for obtaining a substitute.

## **Off-Deck Volunteering**

You can also earn volunteer points by accepting an appointed volunteer position or serving on the Parents' Club Board of Directors. Additional volunteer opportunities for which points can be earned may be posted from time to time as the need arises.

## **PET-WRAT Rewards**

Families who volunteer above the minimum level will have the opportunity to earn cash back through our PET-WRAT Rewards Program. Families may earn cash back for volunteering above the minimum level and also through participating in our grocery card program. Once the minimum level of volunteer points has been met, you will receive \$1.00 for each volunteer point earned in excess of the minimum. Volunteer rewards will be capped at the amount of your PET-WRAT fees.

## **Non-compliance**

Parents who do not fulfill their on-deck and volunteer point requirements will jeopardize their child's continued membership in the Water Rat Swim Team. Swimmers may now be excluded from the team if their parents consistently fail to participate in the team's management

If you do not meet your minimum volunteer commitment, you will be subject to a non-compliance fee of \$10.00 for each minimum volunteer point not earned. For example, if your commitment was 25 volunteer points and you earned 15 points, you would be assessed \$100.00. Families who meet their volunteer commitment will not be assessed the non-compliance fee. Points not earned will be billed to families in August.

## **Additional Information**

An adult other than the parent may satisfy volunteer obligations, as long as the substitute can competently perform the volunteer task.

New members who join the Water Rat Swim Team mid-way through the year will have their volunteer commitment pro-rated over the remaining months of the year.

*The intent of this policy is not to raise money but to emphasize how important it is that we all work together to provide well-run meets for our children. The team cannot run a meet without adequate parent support. This policy is intended to provide flexibility for families throughout the meet season to fulfill the minimum volunteer commitment. Many of our parents volunteer in excess of 100 hours during the year. Those families not doing their fair share jeopardize the smooth management and operation of team events and also subject the club to increased membership fees.*