

Parkland Co-op Model Proposal:

Volunteer Participation or Fee in lieu of volunteering.

BACKGROUND

Parkland Pool Association is a non-profit community swim club stewarded by member volunteers. Like all pool/ recreation facilities, a lot of work is required to keep up the facilities, grounds, management, staff and membership. In 1958 land was bought in a wooded area by the founding group of co-owners who wrote by-laws, had the pool built, then opened up the swim club to other members/co-owners. It quickly reached the membership limit specified in the bylaws. Since then the pool has been run by successive small cadres of extremely hard-working dues-paying volunteers to the benefit of the rest of the membership, at no remuneration to themselves. Pool dues mostly pay for the operation of the pool, but so much more work is needed. Managing a pool /swim club has become increasingly complicated, time-consuming, and expensive. The addition of a management company helps with the workload but increases the cost.

So volunteers still “fuel the pool”, taking on many tasks and responsibilities, some official such as the Board Officers and Directors positions and all the Committee Chairs, that are more intensive and year round (e.g. the Board Officers), some less intensive and/or seasonal (for example during the season- weeding the rocked drainage areas near the pools, pre-season, helping to prep the grounds, and prepping the pool house by cleaning and painting, post-season helping to put everything to bed). Many tasks are recurring (coordinating all the party requests, helping to manage the swim team, being webmaster, helping with membership processing and responding to membership questions etc) or are one time project tasks (e.g. building the family restroom, putting in new lighting, researching and buying ice-cream freezers, fixing the fences) and some are yearly (creating signage, patching the parking lot each spring, organizing the storage room etc).

But no matter what, ALL tasks are important and many hands do indeed make lighter work. However, many hands often don't materialize. As with many volunteer-run organizations a small cadre of full-dues paying volunteers typically shoulder much of the work to the benefit of everyone else. This is not sustainable or fair. For this reason a number of area pools (Prince Georges Pool and Robin Hood Pool for example) operate under a Co-op model where

members either fulfill at least a minimum number of tasks / volunteer hours or pay a fee in lieu of that minimum volunteering. This is a win-win. More volunteers mean more gets done and less money is needed to do needed work. Some money coming in instead allows more funds to do needed work as well as encouraging more members to volunteer at some level to spread out the workload and mentor the next generations of Parkland Pool stewards. It can also lessen the necessity of increasing dues even more and/or levying the yearly capital improvement fee that many pools have but Parkland does not as of now.

PROPOSAL:

Summary:

- **HOURS:** A minimum of 3 volunteer hours per year are required for EACH adult member between the ages of 19 and 69 (2 hours for adults aged 60-69). For membership units with multiple eligible adults the hours needed are the sum of the hours needed per adult and may be done by any combination of adults in the membership unit.
- **FEE-IN-LIEU:** For any membership unit not meeting the collective hour total during a given year, an “in-lieu” fee of: \$100 per person between 19 and 59, or \$50 for each person between 60-69, will be assessed on the membership unit when applying for the next membership year.

Details:

- **Payment in Lieu of Volunteer Hours:** Fee applies on the membership unit, on a per year, per adult basis, if the required collective hours of volunteering are not performed. For example, a family unit with 2 members between 19 and 69 must volunteer for at least 6 hours total or be subject to the \$100 per adult fee (so \$200 in that case). A Limited membership with 1 member between the ages of 19 and 69 (and one child age 6) must volunteer at least 3 hours or will be subject to a \$100 fee. A single member between the age of 19 and 59 must volunteer at least 3 hours or be subject to the \$100 fee.

Other Examples:

Limited, one member 19-59 and one 60-69 = \$150 or 5 hours

Family with 4 adult members:, three members 19-59 and one member 60-69 = \$350 or 11 hours

- One member of a membership unit may fulfill the co-op hour requirement for the entire membership, as long as they are older than 19 years old. The fee is only assessed if the collective total is not achieved. Children are welcome to volunteer and can receive SSL hours but their hours can not fulfill the required hours for the membership unit.
- Fee will not be pro-rated for fewer than full individual time requirement.
- Logging Co-op hours:

Access to form on line will be provided to members to record co-op hours. (Initially this will be a self-service form on the honor system and will be checked by a volunteer.) Members will be assessed the co-op fee the following year if they didn't record the time for the prior year for their membership unit. Hours must be logged in by Dec 15 of each year.
- Co-op Hour Restrictions:
 - Hours may not be carried over from one year to the next.
 - Hours completed at workdays or other similarly organized co-op opportunities are eligible as volunteer hours. Organizers of such workdays may count the hours they spend organizing off-site as well as supervising on-site.
 - Volunteer hours are not transferable to members in other membership units.
 - Exceptions may be requested.
- Members under 19 and aged 70 and over are not responsible for volunteer hours (but of course are encouraged to volunteer as well).
- Trial members (month or summer) are not required to volunteer but are encouraged to. If they do, they may apply their volunteer hours to their first year of Full Privilege membership volunteer hours. New members are expected to participate in the co-op volunteer system with hours counted to next year of membership.
- If a member does not renew their membership and does not pay this or any other fee in the next year, the fee will be discounted from their Refundable Bond.