



Program Assistants Recognition System

Skate Canada – Eastern Ontario recognizes that Program Assistants play an important role in the successful implementation of the CanSkate Program offered at Skate Canada Clubs and are an integral part of the coaching team. As such, it is highly recommended that clubs have a recognition system in place that will sufficiently reward Program Assistants for their contribution to the Club.

There are many methods that can be implemented in order to recognize the contribution of the Program Assistants. Program Assistants can be recognized by *either* a gift or the certification of volunteer hours to fulfill their requirement of volunteer work for high school credit or graduation. At no time should a Program Assistant receive a gift and volunteers hours for the same period of time given.

Gifts are at the discretion of the Club Executive provided the following conditions are maintained.

- when hourly rates are to be applied, the rate cannot exceed \$10.00 per hour,
- provided skaters are actively skating within the club, gifts shall be used for expenses incurred within the club (the club should never give a PA anything that cannot be considered an investment back into the business of the club, i.e. club fees, club clothing, test day fees, competition fees, etc.)
- inactive skater (s) who will not have the opportunity to use a reduction of club fees may be given non-skating related gift certificates to a maximum hourly value earned, and
- gifts cannot be exchanged for cash value.

Glenda Cartwright, August 2010