

Legacy Fund Policy

1. Issue to Address

To keep all events well-staffed throughout the year, our organization relies on year-round volunteer participation, but in certain seasons, especially spring, we consistently struggle with volunteer shortages. The current banquet funding system is not motivating enough for teams to commit to every season, nor does it adequately reward the teams that contribute the most through consistent participation. To address these needs, we require a structure that both incentivizes teams to volunteer across all seasons and fairly compensates those who make the strongest contributions.

2. Proposed Solution

We propose replacing Banquet funding with a “Legacy Fund” that allocates a portion of our high-revenue fall season profits to support teams committed to year-round participation. This fund would encourage teams to volunteer during lower-revenue seasons by offering a reward for sustained involvement across all three seasons. To qualify, teams must complete their draw assignments each season and fulfill at least five opener shifts. This approach ensures that every season is adequately supported, funds are consistently distributed, and team representatives gain more hands-on experience in our organization.

3. Implementation

- 3.1. Beginning in Fall 2025, we will allocate 15% of net fall profits (after expenses) to the Legacy Fund, specifically to support teams' consistent volunteering throughout the year.
- 3.2. At the end of spring, the fund will be distributed proportionally among eligible teams based on recorded participation. Teams that meet the seasonal requirements will receive a fair and meaningful share, recognizing their consistent support throughout the year.

4. Maintenance

A designated board member will track and verify each team's seasonal participation. This ensures that all eligible teams are rewarded accurately and the funds are used to reinforce our organization's need for year-round support.

5. Example

In 2023, the net profit from fall sports was \$21,053.17, resulting in a slot value of \$309.61 per 2-person slot (Table 1). Under the Legacy Fund proposal, 15% of this profit, or \$3,158, would be set aside for spring distribution to teams that meet year-round participation requirements. This allocation would reduce the fall slot value slightly, by \$1.84 per slot, to support spring payouts.

2023 Fall Pay-outs and Banquet Funding	Girls Swim	XC/Track	Girls Lacrosse	Volleyball
# Athletes/Coaches	33	107	39	50
Banquet Funding Paid (\$3/pp)	\$99.00	\$321.00	\$117.00	\$150.00
Slot Earnings Paid in Fall \$309.61 per slot	\$1,238.44	\$1,857.66	\$309.61	\$1,857.66

Table 1 Current Structure – Teams earn \$3/pp

2023 Fall Pay-outs with Legacy Fund	Girls Swim	XC/Track	Girls Lacrosse	Volleyball
# Athletes/Coaches	33	107	39	50
Slot Earnings Paid in Fall \$263.16 per slot	\$1,052.64	\$1,578.96	\$263.16	\$1,578.96
Legacy Fund Earnings	\$394.75	\$394.75	Not Eligible	\$394.75
total earnings	\$1,447.39	\$1,973.71	\$263.16	\$1,973.71
avg Legacy Fund earnings per person	\$11.96	\$3.69	\$0.00	\$7.90

Table 2 Legacy Fund Structure – Team amounts vary

For comparison, last year’s banquet funding paid \$3 per athlete to 9 eligible teams, totaling \$1,776. In contrast, the Legacy Fund would provide \$394.75 per eligible team (Table 2) -significantly higher than the previous banquet funding amounts.

6. Additional Details

6.1. Eligibility: To qualify, Booster team representatives must

- 6.1.1. participate in three draws before the current Fall season (Fall, Winter, and Spring of the previous year);
- 6.1.2. complete all drawn and SOS slots selected for the previous three seasons (drawn slots filled by SOS count as a completed slot);
- 6.1.3. complete at least five opener shifts in the three seasons before the current season (2 Fall/Winter and 3 in Spring);¹
- 6.1.4. have a current, draw-eligible, Boosters member representative before September one of the current fall season;
- 6.1.5. not be in violation of any Boosters policy.

6.2. Distribution: Legacy Funds will be automatically paid to eligible teams each spring, requiring no requests.

6.3. Probationary Period: New teams will not be able to qualify during their first year. This will be a probationary period needed to be eligible in the following years.

¹ This requirement will be reduced to one shift in Winter and Two in Spring for the inaugural year of 2025-2026
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7. Benefits

This system offers a greater reward for consistent participation and helps address volunteer needs throughout the year, providing fair and flexible support for the teams that contribute the most.

- **For Teams:** Teams who participate and maintain membership earn more and funds are allocated more consistently throughout the year. Fund eligibility will no longer require members to be present at every meeting.
- **For Boosters:** Encourages consistent volunteer participation, lightening the load for Board members.
- **For Coaches:** Funds are available more consistently, and no longer need to be requested

8. Summary

The Legacy Fund addresses volunteer shortages in every season, especially spring, by providing financial incentives for teams that consistently support Boosters' events. By aligning rewards with year-round participation, the Legacy Fund ensures that the teams making the largest contributions receive the recognition and support they deserve, creating a fairer and more engaged Boosters community.

Adopted by membership 12/9/24