Organization: Olds Minor Hockey Association (OMHA)

Policy Name: Volunteer Rebate and Honorarium Policy and Procedure

Date of Policy Adoption: December 11, 2013 (repealed)

Date of Policy Amendments: February 10, 2026

Policy Purpose: The purpose of the Association's Volunteer Rebate and Honorarium Policy and Procedure is to establish fair, transparent and consistent expectations and eligibility for rebates and honorariums for specified volunteer roles within the Association. As the Association relies on volunteer hours to keep hockey registration affordable and Olds Minor Hockey Association financially sustainable, rebates and honorariums are judiciously utilized to recognize the substantial time required to effectively fulfill some volunteer roles.

Applicable Hockey Canada Regulation(s):	No	Yes
Applicable Hockey Alberta Regulation(s):	No	Yes
Applicable Olds Minor Hockey Association Bylaw(s):	No	Yes

This policy is authorized under Article 3.7.a (i) of the Olds Minor Hockey Association bylaws.

Olds Minor Hockey Association Policy:

General Expectation of Volunteerism:

- The Association, as a not-for-profit organization, relies substantially on volunteerism to fulfill most of its operational functions. Reliable volunteer participation is essential to the effectiveness and financial sustainability of Olds Minor Hockey Association.

- Maximizing volunteer participation is important to keep the direct cost of hockey affordable for Olds Minor Hockey Association Members by minimizing Association operational costs and, therefore, keeping registration fees as competitively affordable as possible.
- Unless exempted, Olds Minor Hockey Association Members are expected to be active volunteer participants to fulfill team roles and responsibilities such as, but not limited to, coaching, managing, administration, music, announcing, scorekeeping, fundraising, and tournament planning and support. Association Members are further encouraged to assist with Association-wide roles and responsibilities such as, but not limited, general fundraising, photo night, awards night, and other special initiatives.

Coach Rebates and Honorariums:

- Mainstream and female coaches are not eligible for remuneration, as coaching fees are not included in player registration fees.
- AA non-parent head coaches will receive an annual honorarium from the Association of sixty-five hundred dollars ($6500).
- AA parent head coaches will receive an annual rebate from the Association at seventy percent (70%) of the AA "*Base Cost to Play Fee*" for the level of coaching.
- AA assistant coaches are not eligible for remuneration, as assistant coaching fees are not included in player registration fees.

Coach Category:	**Rebate or Honorarium Eligibility:**	**Rate for 2026 – 2027 Hockey Season:**
Mainstream Coaches	Not Eligible	Not Applicable
Female Coaches	Not Eligible	Not Applicable
AA Non-Parent Head Coaches	Eligible: Honorarium	$6500/Season
AA Parent Head Coaches	Eligible: Rebate	70% Rebate of AA "Base Cost to Play Fee"/Season
AA Non-Parent Assistant Coaches	Not Eligible	Not Applicable
AA Parent Assistant Coaches	Not Eligible	Not Applicable

Board of Directors Rebates:

- All duly elected or appointed members of the Board of Directors who serve to, at minimum, the Semi-Annual General Meeting, are eligible for rebates as set out in the "Volunteer Rebate and Honorarium Policy and Procedure".
- If a member of the Board is appointed after the Semi-Annual General Meeting, the Board will determine the appropriate proration of the applicable rebate.
- If a member of the Board ceases to be on the Board prior to the Semi-Annual General Meeting, the Board will determine the appropriate proration of the applicable rebate.
- Board Directors fulfilling multiple board positions are eligible for only one (1) rebate in a season, and will receive the highest rebate the member of the Board is eligible for among the positions occupied.
- Board Members who do not have players registered in the Association are eligible for an honorarium in lieu of a rebate to be distributed prior to the Association's fiscal year end and in accordance with the terms outlined in the "Volunteer Rebate and Honorarium Policy and Procedure".

Board of Directors Category:	**Rebate Eligibility:**	**Rate for 2026 – 2027 Hockey Season:**
Board Officer (President and Vice-President)	Eligible: Rebate	$1250/Complete Year of Board Service
Board Officer (Treasurer and Secretary)	Eligible: Rebate	$750/Complete Year of Board Service
Board Director (Division Directors, Female Directors, Evaluations Director, Tournament and Fundraising Director, and Apparel and Equipment Director)	Eligible: Rebate	$750/Complete Year of Board Service
Board Director (CAHL Director)	Eligible: Rebate	$500/Complete Year of Board Service

Discretionary Application of Volunteer Rebates and Honorariums:

- The Association reserves the right to judiciously apply the "Volunteer Rebate and Honorarium Policy and Procedure" to additional key volunteer roles and responsibilities to incent volunteerism for leadership or strategic needs, purposes, or initiatives, as solely determined by the Board of Directors.
- Board approvals for discretionary volunteer rebates and honorariums may only be for up to one year. All approvals expire automatically after one year of the original approval. Subsequent requests for approval must be considered by the Board of Directors.
- Association Members who are appointed by the Board of Directors to specified governance and/or operational support roles are eligible for honorariums as set out in the "Volunteer Rebate and Honorarium Policy and Procedure".

Association Governance and Operational Support Category:	**Honorarium Eligibility:**	**Rate for 2026 – 2027 Hockey Season:**
Non-Voting Advisor to the Board of Directors (AEHL Director, RMFHL Director, Safety Coordinator, CAHL Governor, and AEHL Governor)	Eligible: Honorarium	$300/Complete Year of Board Advisory Capacity
Association Appointed Operational Support (Player Development, Goalie Development, Awards Night Coordinator, and Social Media Coordinator)	Eligible: Honorarium	$300/Complete Year of Operational Support

Limitations to Volunteer Rebates and Honorariums:

- All Olds Minor Hockey Association Members who are eligible to receive an honorarium for volunteer roles and responsibilities are required to complete the specified form for their honorarium to be processed.

- The Board of Directors reserves the right to, in its sole discretion, revoke, amend, cancel, and/or otherwise alter any and all honorariums. No person has any claim or entitlement to receive an honorarium or any specific amount of honorarium.
- The Association's Contracted Workers are not eligible for volunteer rebates and honorariums.

Policy Review: This policy will be reviewed annually by the Olds Minor Hockey Association Board of Directors.

Policy Oversight:

The Treasurer is primarily responsible for the implementation of this policy, although there are policy accountabilities for all Association affiliates.

Operational Appendix:

Honorarium Acknowledgement and Release Form