

## Point-distribution volunteers

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To : Twente'05 Board  
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## Context

Twente'05, like many other sports clubs, relies on efforts made by volunteers. Fortunately, many members contribute significantly. More unfortunate, a lot of members still do not see the importance of volunteers within our club, which means we see multiple committees to be understaffed. To alleviate the workload within the committees, we strive to create a system that will involve more volunteers.

At the General meeting for members on May 28th, 2024, a discussion led to the decision to revise the already existing points system for volunteers. Questions were raised regarding the reasoning behind the existing points system, prompting the board for further explanation. Thus, a working group was formed to revise the system.

## Proposal

Each team playing any competition representing Twente'05 has to contribute by accumulating a certain amount of volunteer-points. Team captains will keep track and communicate their progress to the volunteer coordinator during the season.

The newly appointed volunteer coordinator will monitor the points per team and intervene when teams are not on track to reach their required amount of points.

## Key principles

- The number of points assigned to each separate task is based on the expected amount of hours a volunteer will need per function. If the pre-calculated amounts of hours appear to be significantly more or less than the genuine hours spent on the task, hours can be revised and when necessary adjusted. Points will be awarded for tasks carried out on behalf of the team. This means tasks carried out by parents, family members or friends will be included in the amount of points earned by the team.
- The amount of hours per year is based on a 46-week year, except for trainers, for whom we calculate a year based on 40 weeks.
- Additional points will be rewarded for people with key roles:
  - o Board member: 25 points
  - o Chairperson Youth- and Beach Committee: 10 points
  - o Chairperson other than the above: 5 points
- Teams will be able to earn points for match- and competition management.
  - o Providing a referee: 2 hours
  - o Scorekeeping: 1,5 hours (only for C-youth)
- To-be-earned points are directly linked to the level at which the team plays, and look as follows.
  - o Mini-teams starting at level 4 50% of the required points
  - o C-youth 50% of the required points
  - o B-youth 75% of the required points
  - o A-youth and older 100% of the required points

The structuring as mentioned above is applied as such, because younger kids cannot perform most tasks on their own (with the exception of the Grote Clubactie & RaboClubSupport), and mini-teams are significantly smaller in numbers.

As these children grow older, they will be able to take on more tasks. Until then, parents will be expected to participate in, and carry out tasks on behalf of the team their child plays for.

Our aim is to have at least one senior player of each team to fulfill a regular/fixed task, with the remainder of points being earned through incidental tasks. If a team provides less volunteers, they will have to provide more volunteers for match- and competition management to reach their required amount of points.

### Number of points per year

The number of required points per year may vary slightly, depending on the number of teams Twente'05 will register for the upcoming season. This will be determined once every team has been registered with the Nevobo (Dutch Volleyball Association)

The three top-earning teams will be able to collect a prize at the end of the season!

### Types of tasks

Tasks will be categorized into:

- *Regular/fixed tasks*: these tasks are necessary to keep our club up and running. This includes the board roles, technical committee, youth committee, and the committee of communication.
- *Structural tasks*: these are the tasks which are needed per team. based on the level and experience, the team will have to provide trainers, coaches, and/or referees.
- *Incidental tasks*: these tasks will include match and court duties, internal refereeing, and scorekeeping.

The volunteer coordinator will inventory all regular and variable tasks prior to the season, as well as all the needs of the club. At the very start of the season, a distribution of points will be available to all members of the club. Based on this distribution, the incidental tasks will be assigned to each team.

An overview of a variation of tasks can be found in *Attachment 1*.

### New members

All new members are immediately asked and expected to volunteer and earn points for their team. This will be mentioned on our website, on the registration page. On this page, they will find a mandatory field in which they can indicate which tasks he or she will be fulfilling for the team. In the email a new member will receive after submitting their registration, they will again find an explanation about the necessity of volunteers for our club.

## When will points be added to the teams' balance?

In September, at the start of the season, a potential points list will be established for every task a team is intending to do during the season. In December, prior to the second half of the season, points of the tasks a team has genuinely done will be added to the teams' balance.

## Evaluation

The renewed points-system will be discussed in a general meeting in September 2026, after a two-year test period.

## Attachment 1 – points per role

TaskID	Role	Frequency	Hours/year	Responsible	Amount of points	Number	Compensation	Type of task	Total amount
	<b>Board &amp; organization</b>								
	<b>General board</b>								
BO1	Chairperson	5 hours/week	230	25	91	1	€ 454	Fixed	91
BO2	Secretaris	4 hour/week	184	25	78	1	€ 388	Fixed	78
BO3	Treasurer	5 hours/week	230	25	91	1	€ 454	Fixed	91
BO4	General board member	2 hours/week	92	10	36	1	€ 181	Fixed	36
BO5	General board member	2 hours/week	92	10	36	1	€ 181	Fixed	36
	<b>Youth committee board</b>								
BJ1	Chairperson	1,5 hours/week	69	10	30	1		Fixed	30
BJ2	Secretary	2 hours/week	92		26	1		Fixed	26
BJ3	Members	1,5 hours/week	69		20	4		Fixed	79
	<b>Board support</b>								
LA	Membership administrator	2 hours/week	92		26	1		Fixed	26
MB	Accounting staff	1 hours/week	46		13	1		Fixed	13
KC	Treasury audit committee	3 hours/year	3		1	2		Fixed	2
	<b>IT</b>								
ITM	Microsoft 365 environment	20 hours/year	20		6	1		Fixed	6
ITTB	Technical management Website	20 hours/year	20		6	1		Fixed	6
	<b>Match Affairs (mini, youth &amp; seniors)</b>								
	<b>Refereeing</b>								
VA1	Club referee coordinator	16 hours/year	16		5	1		Fixed	5
VA2	Scheduling referees	40 hours/year	40		11	1		Fixed	11
VA3	Referee mentor/trainer	15 hours/year	15		4	2		Fixed	9
VA4R	Regional referee	12 games/year	48		14	4		Variable	55
VA4T	Refereeing (Team, excl Recreational)	2 hours/game	2		1	150		Incidental	86
VA5	Refereeing recreational	12 wedstrijden per jaar	0		0	1		Incidental	0
VA6	Digital match form (promotion division and up)	12 wedstrijden per jaar	24		7	2		Structural	14
VA7	Refereeing NeVoBo tournaments (per tournament)	(per toernooi)	6		2	2		Structural	3
VA8	Scorekeeping (C-Youth)	1,5 uur per wedstrijd	1,5		0	20		Incidental	9
	<b>Match organization (youth &amp; seniors)</b>								
WSC	Match secretary	4 hours/week	184		53	1	€ 263	Fixed	53

WSM	Match secretary (mini)	1 hour/week	46		13	1		Fixed	13
WSR	Match secretary (recreational)	1 hour/week	46		13	1		Fixed	13
WC	Coordinator match management	15 hours/year	15		4	2		Fixed	9
ZD1	Gym duty	max. 2 times/year	4		1	20		Incidental	23
	<b>Match Organization CMV</b>								
WLC	Match Leading CMV Matches	40 hours/year	40		11	1		Structural	11
WZDC	Gym Duty CMV Matches	12 hours/year	12		3	1		Structural	3
									0
	<b>Club Task Organization</b>								
OV	Club Task Coordinator	20 hours/year	20		6	1		Fixed	6
OVH	Helper Filling Club Tasks	20 hours/year	20		6	1		Fixed	6
	<b>Club Activities</b>								
VT1V	Chairperson Activity Committee	16 hours/year	16	5	10	1		Fixed	10
VT1L	Member Activity Committee	8 hours/year	8		2			Fixed	0
VT2	Event Organizer				2	5		Incidental	10
VT3	Christmas Party or Christmas Tournament				2	5		Incidental	10
VT4	End of Season Party				2	5		Incidental	10
VT5	Volunteer Day				2	2		Incidental	4
VT6	Sinterklaas Event for Mini's				2	5		Incidental	10
VT7	NOJK				2	2		Incidental	4
VT8	Pre-season Tournament				2	2		Incidental	4
VT9	Grote Club Actie				4	1		Incidental	4
VT10	Youthcamp				4	5		Incidental	20
VT11	Newyears event / Oliebollen Tournament				2	2		Incidental	4
VT12	End of season Youth competition day				2	4		Incidental	8
VT13	Join volleybal youthactivity				2	4		Incidental	8
VT14	Parent & Childrens tournament Mini's				2	2		Incidental	4
VT15	Flea market				2	2		Incidental	4
VT16	General Club activities				2	2		Incidental	4

VT17	Canteen duty				0	5		Incidental	0
VT18	Raboclubsupport	4 hours/year			2	1		Incidental	2
	<b>Technical committee/trainers/coaches</b>								
TZV	Technical director	5 hours/week	230	25	91	1	€ 454	Fixed	91
TZL	Technical committee member	25-40 hours/year	36		10	2		Fixed	21
TZCM	Mini coordinator	5 hours/week	230		66	1		Fixed	66
TZCMA	Mini assistant coordinator	3 hours/week	138		39			Fixed	0
TZT1	Trainer 1 practice/week	2 uur per week/training	80		23	13		Structural	297
TZT2	Trainer 2 practices/team	4 uur per week/training	160		46	13		Structural	594
TZC	Coach (seniors&youth)	3 uur per wedstrijd	54		15	26		Structural	401
TOM	Mini supportive function	1 hour/week	46		13	1		Structural	13
	<b>Financial support</b>								
SCV	Chairperson Sponsor committee	20 hours/year	20	5	11	1		Fixed	11
SCL	Member Sponsor committee	12 hours/year	12		3	3		Fixed	10
									0
	<b>Beach terrain</b>								<b>0</b>
BCV	Chairperson Beach committee	40 hours/year	40	10	21	1		Fixed	21
BCL	Member Beach committee	12 hours/year	12		3	2		Fixed	7
BCU	Beach activity executives				2	2		Fixed	4
	<b>Public Relation</b>								
PRV	Chairperson PR-committee	2 Hours/week	52	5	20	1		Fixed	20
PRL	Member PR-committee	40 hours/year	40		11	2		Fixed	23
PRWB	Creation match-bulletin	3 uur per bulletin	15		4	1		Structural	4
PRJ	Match/tournament/event reporter	28 hours/year	28		8	1		Structural	8
PRF	Photographer	12 hours/year	12		3	1		Structural	3
	<b>Privacy en vertrouwen</b>								
VP	Confidant	3 hours/year	3		1	1		Fixed	1
CBV	Chairperson Appeals committee	3 hours/year	3		1	1		Fixed	1
CBL	Member Appeals committee	3 hours/year	3		1	2		Fixed	2
VOG	VOG (declaration of behavior) application responsibility	4 hours/year	4		1	1		Fixed	1
	<b>Student supervision</b>								
SBM	Supervisor interns (social internships)	12 hours/year	12		3	1		Structural	3

