

SC AMFORÇA

BASKETBALL CLUB

VOLUNTEER POLICY

Stronger together for our club

Established: Season 2026–2027 | Version 1.0

1. Why a volunteer policy?

SC Amforça is a basketball club in Den Haag that runs entirely on the efforts of volunteers. Without your help — as a parent, player or involved member — we cannot organise training sessions, run matches or create a great club atmosphere.

A good volunteer policy helps us to:

- Provide clarity about which tasks exist and who is responsible for them
- Recognise volunteers fairly and transparently for their efforts
- Strengthen a sense of community and identification with the club
- Allow the association to operate in a professional and reliable way

Volunteering is more than a task — it is the backbone of our club next to our qualified team of coaches.

Those who contribute help build something special: a place where young people learn basketball, friendships grow and the joy of sport takes centre stage.

Research shows that volunteering also benefits the volunteer personally: greater social connection, a stronger sense of self-worth, and the satisfaction of making a visible difference. At SC Amforça we want to recognise that contribution in a tangible way — with a fair compensation.

2. Recruiting volunteers

2.1 Welcome to SC Amforça

New members and their parents are informed immediately upon registration about the role that volunteers play within our club. Volunteering is not an obligation, but we make it clear that the club counts on that involvement and that contributions are financially rewarded.

During registration, new members receive:

- A welcome message with an explanation of our volunteer policy
- An overview of available tasks and how to sign up
- Information about the compensation scheme

2.2 Task fair at the start of the season

At the start of each season, SC Amforça organises a 'task fair': all open volunteer tasks are presented so that members and parents can voluntarily sign up for the tasks that suit them.

This works as follows:

- The board draws up a list of all required tasks for the season
- During a club evening (or via SC Amforça communication channels) volunteers can register
- Those who sign up receive confirmation and are linked to the relevant coordinator

Experience at other clubs shows that a clear task fair leads to more sign-ups and more engaged volunteers. We expect to be able to fill all required tasks each season this way.

2.3 Referee pool

SC Amforça aims to actively build a referee pool, consisting of:

- Parents who are interested in refereeing
- Players of U16 or older, or parents who know the basic rules
- Members who are willing to complete a short referee training

The goal is to have a dedicated referee available for every home game — preferably one or two fixed referees per age category for the season (especially for U16 home games). This improves quality and continuity.

→ **Proposal: Each year in September we plan to invite the ones interested to a one-evening referee introduction.**

Afterwards, participants can be scheduled directly for home games.

Additionally, we aim to support motivated volunteers in completing a formal referee course or training at SC Amforça's expense (subject to available options and costs).

3. Volunteer tasks

3.1 What is a volunteer task?

A volunteer task is a concrete contribution that supports the club and does not automatically come with membership. The tasks below qualify as volunteer tasks and are eligible for compensation.

3.2 Overview of tasks and compensation

Task	Volunteer task?	Compensation*	Notes
Referee (up to U14 matches)	✓ Yes	€ 20 – € 25	Incl. 2 - 2,5 hrs attendance
Referee (for U16+ matches)	✓ Yes	€ 25 – € 30	Incl. 2 - 2,5 hrs attendance
2nd referee / assistant	✓ Yes	€ 5 – € 15	Based on age & experience
Scoreboard (home games)	✓ Yes	€ 5 – € 10	Per home game
Bus driving (away games)	✓ Yes	€ 10	Per trip / away game
Trust person	✓ Yes	Per case	In consultation with board
Team parent/Team Manager	✓ Yes	€ 100 per season	Organisational link
Driving own car to away games	✗ No	—	Regular parental responsibility
Bringing snacks for club activity	✗ No	—	Max. 2x per year, informal

Task for Teenagers	Volunteer task?	Compensation*	Notes
Teenager referees: 13/14+ years for U10/12 14/15+ years for U14	✓ Yes	€ 5 - € 15	Incl. 2 - 2,5 hrs attendance
Teenager referees ideally: 16+ years + diploma	✓ Yes	€ 10 – € 25	Incl. 2 - 2,5 hrs attendance
2nd referee / assistant	✓ Yes	€ 5 (– € 10)	Based on age & experience
Scoreboard (home games)	✓ Yes	€ 5 (– € 10)	Per home game

* Compensation amounts are indicative and may be set annually by the board.

3.3 Notes per task

Referee

- Referees officiate official matches, friendly matches or during home tournaments and are present for 2 to 2,5 hours (including pre- and post-match discussion, and setting up and clearing the basketball space)
- Compensation depends on age category and agreed level
- U16 players who referee receive a higher compensation as an extra incentive

2nd referee / assistant

- Supports the head referee with score management, violations and timekeeping
- Compensation depends on age and experience (€ 5 for younger helpers, up to € 15 for experienced assistants)

Scoreboard (Scoreboard person 1)

- Manages the scoreboard during home games
- Must be present for the full duration of the match
- including setting up the scoreboard before hand and cleaning up afterwards

NBB application (Scoreboard person 2)

- Manages the NBB application and the scores on the tablet during home games
- Must be present for the full duration of the match
- including logging in to the NBB application, activating the tablet for the match, putting the players in the system and noting all scores in real time in the application.
- Finalizing of the score at the end of the match
- Cleaning up the tablet or eventually check with the coordinator or any other one responsible if the tablet needs to get charged.

Bus driving

- Driving a club bus or rental vehicle with multiple players to away games qualifies as a volunteer task (this task depends on the availabilites of the bus)
- Driving your own car with your own child(ren) (even when taking additional other children) does NOT count as a volunteer task but is still expected to do if a bus is not available.

Trust Person

- The trust person is available for players, parents or members regarding social safety issues
- Compensation is determined per case in consultation with the board

Team Parent

- The team parent is the organisational link within a team
- They help the coach with the communication with the parents and players (match times, locations, absences), help coordinating transport to away games, complete match forms if needed, liaise with the referee coordinator, and help managing equipment such as balls and eventually water bottles
- Links volunteers within the team to available tasks

4. Rewarding volunteers

4.1 Financial compensation

SC Amforça deliberately chooses to financially recognise volunteer contributions. This is a professional and fair acknowledgement of the time and effort that volunteers invest. All compensation is paid out at the end of the season.

4.2 Annual end-of-season settlement

→ **Proposal: At the end of the season (May), a personal overview is drawn up for each volunteer**

listing all tasks completed and the associated compensation.

The total amount is paid out in June via an official volunteer compensation payment.

Benefits: straightforward for the treasurer, fiscally compliant (under the volunteer compensation scheme),

and the volunteer receives one clear final amount as a token of appreciation.

Practical handling:

- Every completed task is registered by the task coordinator or team manager
- Volunteers confirm their attendance via a simple registration (app or form)
- In May, each volunteer receives a personal overview to review
- Payment takes place in June, via bank transfer or volunteer compensation voucher

4.3 Legal framework for volunteer compensation

In the Netherlands, a statutory volunteer compensation scheme applies. Up to certain limits (€ 220 per month / € 2,200 per year in 2026), volunteer compensation is tax-free. We comply with these rules when making payments and we take into account eventual changes made by the government.

Lower limits apply to volunteers under 21 years of age. The board aligns compensation accordingly.

In 2026, official maximum amounts for volunteers younger than 21 years are 3,40 € per hour, 220 € per month and 2200 € per year.

In 2026, official maximum amounts for volunteers from 21 years are 5,75 € per hour, 220 € per month and 2200 € per year.

4.4 Non-financial recognition

In addition to financial compensation, SC Amforça also recognises its volunteers in other ways:

- Annual volunteer evening or end-of-season club party
- Personal thank-you messages from the board
- Mention of volunteers on the club website and in the newsletter (with permission)
- Priority access to club activities or events for long-standing volunteers

5. Retaining volunteers

5.1 Clarity and structure

Volunteers remain active longer when they know what is expected of them. SC Amforça therefore ensures:

- A clear task description per role
- Fixed points of contact per team and task area
- An annual review of the volunteer policy

5.2 Involvement and sense of community

Volunteers who feel part of the club stay active longer. We encourage this by:

- Actively involving parents and players (U16+) in club activities
- Connecting team parents to the board for direct communication
- Creating an open culture where everyone is welcome to contribute ideas

5.3 Recognition of long-term commitment

Volunteers who have been exceptionally active over several seasons receive an additional token of appreciation. This may include:

- A personal thank-you from the board at the volunteer evening
- A higher compensation or symbolic gift
- Special recognition as 'SC Amforça Bronze(Silver,Gold) Star Volunteer'

6. Organisation and responsibilities

6.1 Roles within the volunteer policy

Role	Responsibility
Board	Setting policy, end-of-season settlement, payments, volunteer evening
Task Coordinator	Managing the task list, registering completed hours/tasks
Team Parent	Organisational link within a team. Recruiting volunteers per team, linking them to tasks & help coordinating team
Volunteer	Carrying out the task, timely notification in case of absence
Referee Coordinator	Managing the referee pool, scheduling for home games

6.2 Task registration

All tasks are registered via a (central) system (app or spreadsheet). Each volunteer confirms their attendance. The task coordinator checks and maintains a running overview.

7. Final provisions

- This policy is reviewed annually by the board and updated where necessary
- Amendments are submitted to the General Members' Meeting
- Questions about this policy can be directed to the secretary or another board member
- This policy takes effect from season 2026–2027

Suggested Disclaimer / Amendment Clause:

This policy is subject to change at any time. Amendments may result from changes in government legislation or tax regulations, updates to national or club-level sports federation rules, or internal organisational decisions made in the interest of the club. Any changes will be incorporated into this document and significant changes will be communicated to members in a timely manner. The most recent version of this policy supersedes all previous versions. SC Amforça reserves the right to make interim adjustments during the season where circumstances require it.

SC Amforça — Play together, grow together, experience together.

Volunteer Policy established by the board of SC Amforça | Season 2026–2027
This policy is has been written in 2026 and is valid since 1 June 2026