



Financial and Hardship Policy

Glenelg Rebels Softball Club Inc

August 2020

1 Purpose:

The Glenelg Rebels Softball Club Inc (Rebels) aims to provide pathways for our community to enjoy and grow the involvement in softball.

The purpose of this Policy is to:

- a) encourage the retention and attraction of players, supporters and officials to the Rebels;
- b) recognise that the Rebels are a club that is sensitive to the financial hardships that members of our community may face; and
- c) provide a fair and consistent approach to the application of hardship and financial considerations for our members.

2 Scope:

- 2.1 This Policy shall apply to all members, or prospective members, of the Rebels.
- 2.2 A decision made under this Policy or in relation to this policy will be valid for the duration of the relative season that the decision is made.
- 2.3 A player may only receive a single fee reduction under this Policy in any financial year excluding considerations under Section 6 (Injury), Section 10 (Fee for Reduction for Services) and Section 11 (Sponsorship).
- 2.4 Where a player is entitled to more than one fee reduction under this policy, they will be entitled to whichever fee reduction is the greater.
- 2.5 This policy is applicable if;
 - a) an application is made in time, in the appropriate form and meets the requirements of the policy; or
 - b) an application made in time, under section 4.2 of this policy is approved by the Committee.

3 Definitions:

Casual employment means a person that has no guaranteed hours of work and is not entitled to paid sick or annual leave.

Full time employment means a person that;

- a) usually works on average 38 hours a week;
- b) can be on a permanent or fixed term contract;
- c) is entitled to paid leave including annual leave and sick and carers leave; and
- d) is usually entitled to written notice, or payment instead of notice, if their employer terminated their employment.

Guardian includes a person who has been granted guardianship of a child.

Junior player as per the Softball SA registration form.

Parent means the mother or father of a child.

Part time employment means a person that works on average less than 38 hours per week and is entitled to paid sick, carers or carers leave.

Normal club duties means team related expectations from the Rebels like for example fundraisers (e.g. bbq, raffle), coaching or normal weekly club umpiring duties.

Senior player as per the Softball SA registration form.

4 Responsibilities:

- 4.1 Consideration of any requests made in accordance with this Policy shall be determined by the following positions of the Committee of the Glenelg Rebels Softball Club:
- a) President
 - b) Vice President
 - c) Treasurer
 - d) Secretary
- 4.2 Any other requests demonstrating financial considerations or financial hardship, that are not considered in this Policy, can be presented to the Committee for further consideration.

5 Hardship:

- 5.1 For a junior player where a parent or guardian is not in Full-time employment a discount of \$50.00 off the Rebels club fees shall be applied.
- 5.2 For a senior player where they are:
- a) a full-time student; or
 - b) unemployed/not in Full-time employment;
- a discount of 10% off of Rebels club fees shall be applied.

6 Injury:

Where a player sustains an injury, related to softball or not, that prevents them from taking part in playing, they shall receive a refund of fees based on the following calculation;

Fee reduction = total Rebels fees divided by the number of games (to calculate the cost per game) and then multiplied by the number of games they have played.

7 Payment Plans:

Where a player cannot pay all fees prior to the season, they can apply for a payment plan. This must be in place prior to the first game to be played and the player must have paid any Softball SA registration fees for the plan to be approved. Any payment plan will require regular fortnightly or monthly payments as agreed.

8 Family Discount:

The Glenelg Rebels acknowledge the significant cost where families may have more than one child playing softball. Where there is more than one junior player in a family playing with the Glenelg Rebels, a discount of \$50 per child shall be applied.

9 First Year Junior Players:

When a player is considered to be a junior by their age, they shall be provided with a fee reduction of \$50 from their playing fees. This recognises the desire of the club to attract new players to the club, and the initial increased cost of purchasing new equipment and clothing.

10 Fee Reduction for Services:

10.1 Where a player provides a service for the club deemed above and beyond that of normal club duties, that player will be compensated for \$20.00 an hour for the duration of that service.

10.2 To receive compensation, the service needs to be agreed by the club prior to taking place.

10.3 Compensation for services in relation to section 10.1 will be capped at \$100.00 per player per season.

An example may be the running of school clinics on behalf of Glenelg Rebels Softball Club.

11 Sponsorship:

Where a player brings a sponsor to the club that player will receive 25% of the amount the sponsor contributes to the club as a reduction off of that player's club fees.

12 Applications for Consideration:

12.1 All applications made under this Policy shall be in writing addressed to the president outlining which part of the policy you are applying for with any relevant supporting information.

Some examples of supporting evidence may include a letter from employer outlining hours worked, proof from educational institution (transcript), receipt of job keeper payment or proof of Centrelink entitlements.

12.2 Applications made under this Policy are to be provided to the relevant Committee members by no later 1 October 2020 for automatic consideration and provided the relevant criteria is met approval.

12.3 Applications that occur after 1 October 2020 will be considered as outlined in Section 4.2 of this Policy but will not be subject to automatic consideration and approval and additional criteria may apply.

13 Confidentiality:

All applications made shall remain confidential between the applicant and the Committee Members responsible for their consideration.

14 Review:

This Policy shall be reviewed annually by the Management Committee.