

Volunteer Policy

Preamble: Hat Island has a long and proud tradition of volunteer service to the island. Without volunteers much of what we enjoy today would not exist. We cherish this history and wish to continue to encourage and recognize volunteerism. The combination of staff and volunteer labor utilizing seed money or materials from the association produce returns on investment far above the cost of those materials.

However, much has changed since the early days of the Island. Insurance costs and the litigious nature of our society require that we closely examine our insurance exposure. Over the years labor laws have changed and we must abide by those laws. Many of us volunteer time for our churches, schools or other philanthropic organizations. The laws that govern the use of volunteers are different for those organizations and their ability to utilize volunteer labor is much greater than ours.

We are a community of part time residents, but our labor requirements are fulltime and ongoing. Thus short term or weekend projects are a perfect fit for volunteer labor; ongoing and recurring requirements are best done by staff.

Purpose: The purpose of this policy is to encourage and continue our tradition of volunteerism while ensuring that we comply with existing labor laws, limit our insurance risk and ensure that we can maintain a professional and dedicated staff.

Policy:

Towards these goals the following policy is implemented by resolution of the Board of Directors on August 18th, 2012.

1. Any HIC project involving the use of volunteer labor of a physical nature must be approved in advance by the Board of Trustees or, if authorized, by committees of the Board.
 - a. Many of these projects may be pre-approved or have ongoing blanket approval. Examples would be the annual recurring clean-up events and greens aerations on the golf course or the removal of dead fall or storm damaged trees around the island.
 - b. Projects that involve expenditures of Island funds must have those funds built into the Islands budget.
2. In all cases volunteers are prohibited from operating Island owned power driven equipment. They may operate privately owned equipment in support of the project. When owners provide their equipment in support of projects the Island will provide fuel if requested.
3. In the short-term volunteers may be used to fill in for employees. However, if an ongoing need for labor exists it is the policy of Hat Island Community to hire and maintain a sufficient work force to accomplish the on going work.