

Families have asked numerous questions this season about how game day volunteer requirements are determined.

How do we know how many game day requirements we will have?

Why does the number of requirements seem to change during the year?

Do we have to volunteer?

Why aren't the game day requirements published before the season starts?

Calculating the game day requirements per family isn't a secret, but it isn't an exact science either. This document will attempt to clarify how game day requirements are calculated and allocated.

### Volunteering and Game Day Requirements:

First, the simple answer to the question "Do we have to volunteer?" is an emphatic YES. Waukesha Lacrosse Club is an all-volunteer organization. Neither the Coaches, the Board members, the Team Managers, nor any other positions, get paid for the tremendous amount of work they put in year-round to make our short season happen. We ask the players' families to contribute by volunteering for activities that are essential to the operation and continued success of the Club. These activities are segregated into game day and non-game day activities.

Game day activities are those duties specifically required to conduct a game. At the youth level, these include setting-up and tearing-down the playing field, keeping score, running the clock, keeping statistics, and acting as the Culture Keeper. Although statistics are not technically required at the youth level, they are tallied rigorously at the high school level. We have therefore started tracking basic statistics for the youth players in order to prepare families for high school lacrosse.

As you can imagine, game day duties are different for home teams and away teams. For example, away teams are generally not required to set-up or tear-down fields, run the clock, or keep score from the scorer's table. Although maintaining the score book is not strictly required when Waukesha is the visiting team, we have determined that doing so provides a good system of checks-and-balances and helps prepare families for the more detailed duties required at the high school level.

Tournaments generally organize their own volunteers to handle all aspects of running their events. Therefore, unless coaches specifically request scores or other statistics, tournaments provide limited opportunities for game day duties. The exception to this "rule" is the role of Culture Keeper, which is required for all games.

Waukesha Youth Lacrosse has created the following non-exclusive list of game day requirements. Depending on the game venue and individual game circumstances, this list may be modified from time-to-time. This list provides the basis for calculating the number of volunteer opportunities required per family.

*Home Games – Five (5) Opportunities per Game:*

- Field set-up and tear-down
- Field clock
- Scoreboard and scorebook
- Spotter and stats
- Culture Keeper

*Away Games – Three (3) Opportunities per Game:*

- Scorebook
- Spotter and stats
- Culture Keeper

Calculating Opportunities Required per Family:

Here is where things get a little tricky. Waukesha Lacrosse Club requires its members to fulfill volunteer requirements for a maximum of two (2) players per family. Families with more than one player are required to fulfill volunteer opportunities for their *oldest and youngest* players, regardless of level. (This is sometimes called the “*Oldest – Youngest Rule*.”) For example, a family with three players – one in high school, one in U15, and one in U11 – is required to fulfill the volunteer requirements for the high school and U11 players. Because the volunteer requirements are slightly different at the high school and youth levels, this document will focus on the youth requirements and calculations.

In order to determine the number of opportunities required per family, we must first determine the number of players at each level, and the number of games played at each level. This is easier said than done.

The number of players is the easy part. Our registration closes at the end of February, so we have a pretty good idea of our roster make-up by the first week of March.

The number of games is more complicated than you might think. Waukesha Lacrosse is part of a small league – SEWLAX, and we prefer to avoid playing the same teams over-and-over. SEWLAX leadership therefore reaches out to neighboring leagues (MALA, Bay Valley, MAYLA, etc.) to schedule out-of-conference games, tournaments, and Play Dates. Because these leagues are in similar situations, and we all finalize our league schedules around the same time (late-February to early-March), the game schedules typically remain in flux until mid-April. “Final” schedules are rarely “final” due to a number of factors, including weather (this is Wisconsin, after all), coach availability, conflicting tournament schedules, etc.

The lacrosse season is short and we know the players like to play, so Waukesha Lacrosse has taken the position that we will play as many games as possible from mid-April to early-June, even if it requires

mid-season schedule adjustments. If a tournament or Play Date opportunity arises, and the budget allows it, we will schedule the event to maximize playing time.

We understand that this approach can sometimes be inconvenient because it makes planning difficult, so we ask our families to remain as flexible as possible. Our hope is that the game and the league will continue to grow so we can maintain a full game schedule without the vagaries of last-minute scheduling. Until that time, we will maintain the approach that playing is better than not playing, and we will schedule games and tournaments to maximize the number of games we play.

The total number of game day opportunities for the season is calculated for each team at each age level as follows:

TOTAL Opportunities = (Number of HOME games X Number of HOME game opportunities) + (Number of AWAY games X Number of AWAY game opportunities)

For planning purposes, we assume a season schedule of five (5) home games and five (5) away games, for a preliminary total of 40 opportunities per team per level. As described above, however, the TOTAL Opportunities may be adjusted up or down depending on the final game schedule. There may also be additional opportunities for tournaments and Play Dates as those events are scheduled.

The total number of families is calculated for each team at each age level as follows:

TOTAL Families = (Number of REGISTERED families) – (Number of EXEMPT families) – (Number of NON-VOLUNTEERING families)

A family is counted as one REGISTERED family for each player registered at a given level. For example, if a family has two players registered in U13, that family is counted as two families, subject to the “*Oldest – Youngest Rule*,” above. In this situation, the per-family requirement is more correctly viewed as a per-player requirement.

EXEMPT families are those families whose game day requirements have been fulfilled because they have volunteered for other qualifying positions in the Club, e.g., Coaches, Board members, Team Managers, etc. These positions, and the requirements they fulfill, are listed on the Club’s web site.

A family may also be EXEMPT at a certain age level because they are required to fulfill opportunities under the “*Oldest – Youngest Rule*” described previously. For example, the family with one player each in high school, U15, and U11 is EXEMPT at the U15 level, but must fulfill the high school and U11 requirements.

NON-VOLUNTEERING families are those families that have decided, before the season begins, to forfeit their volunteer checks instead of volunteering. Some families have jobs or schedules that preclude volunteering, and some families simply prefer not to volunteer. Less than 5% of Waukesha Lacrosse families fall into this category.

The number of volunteer opportunities required per family, per team, per level, is therefore calculated as follows:

$$\text{OPPORTUNITIES per Family} = (\text{TOTAL Opportunities}) / (\text{TOTAL Families})$$

This calculation rarely results in a whole number. For all fractional opportunities, we adjust upward to the nearest whole number. For example, 3.1 and 3.9 OPPORTUNITIES per Family are both reported as four (4). We believe this method gives families the best opportunity to plan for the season, and provides the highest likelihood that all opportunities will be filled.

Based on Club history, we estimate the number of opportunities required at three (3) per family, per level. This number may sometimes be as high as five (5), and has occasionally been as low as two (2).

Because the number of games can change during the season, and because people may volunteer during the season for positions that make them EXEMPT, it should be easy to understand why the number of opportunities per family may change over the course of the season. We make every attempt to make these changes as inconsequential as possible, but these mid-course corrections may make it necessary for families to volunteer slightly more or slightly less than originally planned.

#### Parting Thoughts:

Calculating and allocating the per-family requirements for game day volunteering is far from an exact science. Waukesha Lacrosse has adopted the methods outlined in this document because they provide a fair, consistent, and logical means of performing the task. We will make adjustments from time-to-time as situations dictate.

Youth Directors are given discretion – although not unlimited – to exercise judgment in determining whether families' volunteer requirements have been fulfilled. For example, a family that has fulfilled three of its 3.1 required opportunities because no additional opportunities are available is likely – although not guaranteed – to be given the benefit of the doubt in determining whether its volunteer check will be forfeited. A family that has fulfilled one of its 3.1 requirements, despite ample opportunity to volunteer, is not.

Youth Directors and Team Managers are also given discretion to create volunteer opportunities and award volunteer credit for certain tasks and activities that arise during the course of the season. Just like the precise number of games and registrations, it is difficult to determine in advance what help will be required to run a team or an event. When these situations arise, we will assess the difficulty of the assignment and the time required to complete it, and allocate volunteer credit accordingly. Once we determine the "value" of the opportunity, we will not change it for the duration of the season. Please understand that we are human and we can make mistakes. We make every effort to be accurate, fair, and impartial, but we may over- or underestimate the work required and assign a value that turns out, in hindsight, to be incorrect. In these situations, we will make corrections that will be applied the following season. For this reason, an opportunity worth two credits this year may be worth more or

fewer credits next season. Opportunities that appear likely to occur season-after-season will be added to the standard list of opportunities and planned accordingly.

Because it is impossible to foresee every possible scenario that could arise during the course of a season, it is equally impossible to create a comprehensive list of special opportunities and exceptions, and how they will be handled. If you have questions, please contact your Team Manager or Youth Director for clarification.

We may need you even if you have already fulfilled your volunteer obligations. Occasionally, circumstances arise that may require us to ask you to volunteer, even if you have already fulfilled all your requirements. People fail to show up when they volunteer – schedules change, people get sick, life happens. The games must go on, and we need volunteers to make it happen. Please consider saying “Yes” instead of “We have already met our obligations” if asked to volunteer.