

ATTACHMENT B

RECOGNITION POLICY **(Responsibilities Included)**

Formulation of the Recognition Policy was rooted in the premise that in a volunteer club, compensation should be minimal, relatively consistent, and commensurate with long-term sustained effort or of major significance. Emphasis should be placed on club recognition whenever possible. Member visibility of this Recognition Policy was deemed important, thus the Recognition Policy is documented and is published and e-mailed to the membership every September. All merchandise and compensation received by the club will revert to the club and will be disposed of by the club with all proceeds going to the club. The Board may extend, on an ad hoc basis, compensation for a special occasion not covered by the following policy.

AWARDS

PRESIDENT'S AWARD. (Plaque) is presented at Changing of Guard (COG) for either major contribution or contributions of long standing if the President, with support from the Board, has recognized a deserving recipient. It is not mandatory for this award to be presented each year. When it is presented, the President presents the award.

SKIER OF THE YEAR. (Traveling Trophy) is presented at COG for greatest contribution to the various Ski Trips. The President with support from the Board selects the recipient. The President presents the award. At the next year's COG, when the Traveling Trophy is passed on to a new winner, the previous year's winner is presented a plaque from DSC.

DSC SKIING CHAMPION. (Traveling Trophy) Presented at COG to the winner (male & female) of the Expert Flight at the Club Races. The Race Director designates the recipient based on the race results. The Race Director presents this award. At the next year's COG, when the Traveling Trophy is passed on to a new winner, the previous year's winner is presented a plaque from DSC.

ADVANCED FLIGHT. (Traveling Trophy) New in 2007 – donated by John Skelton. Is presented at COG to the winner (male & female) of the

Advanced Flight at the Club Races. The Race Director designates the recipient based on the race results. The Race Director presents this award.

ERNIE BLAKE. (Traveling Trophy) Presented at COG for the fastest (male & female) time on the Advanced/Super Flight race course at the Club Races. The Race Director designates the recipient based on the race results. The Race Director presents this award. At the next year's COG, when the Traveling Trophy is passed on to a new winner, the previous year's winner is presented a plaque from DSC only if they have not previously received a plaque from this flight.

DSC TENNIS CHAMPION. (Traveling Trophy) Presented at COG for winner (male & female) of the Club Tennis Tournament (Class A). The Tennis Tournament Director designates the recipient based on the tournament results. The award is presented by the Tournament Director at the tournament dinner. President re-presents awards at COG (Optional). At the next year's COG, when the Traveling Trophy is passed on to a new winner, the previous year's winner is presented a plaque from DSC only if they have not previously received a plaque from this flight.

VOLUNTEER AWARD. (Certificate/Gift Certificate) is presented to up to three outstanding volunteers as nominated by the functional VP's and determined by the Board. President initiates selection at a board meeting prior to Volunteer Party. President presents awards at Volunteer Party. President announces award winners at COG.

RING OF HONOR. (Traveling Trophy) is presented at COG should the Ring of Honor Committee have decided to induct a new member. Recommendations to the Ring of Honor Committee for their consideration and approval may come from the current club President. This award is not a mandatory annual event. The Ring of Honor Chairman presents this award. If the Ring of Honor Chairman elects, he/she may defer to the President to present the award. When the Traveling Trophy is passed on to a new winner, the previous winner is presented a plaque from DSC.

COMPENSATION

BOARD

- A. All serving Board members will receive free DSC membership for themselves (single or joint) during their term of office. They also will

- receive free admission to the Changing of the Guard at the end of their term of office for themselves only.
- B. There are several annual Texas Ski Council (TSC) functions that require mandatory attendance of representatives of the DSC.
1. TSC Bid Meeting. The incoming President, incoming Trip VP, and outgoing Trip VP will attend.
 2. TSC Quarterly Meetings. The Trip VP or President or President-Elect will attend at least one additional mandatory TSC quarterly meeting. At the discretion of the President, a second quarterly meeting may be attended.
- For each of these required TSC meetings, room at meeting hotel (if overnight stay is required), travel expenses, registration, and meals (maximum of \$40 per day/per person not covered by registration) will be reimbursed. When more than one DSC delegate is attending a specific function, travel in one car (IRS mileage allowance for owner) for all delegates is encouraged; otherwise, transportation reimbursement for only one attending delegate shall be the cheaper of one car (IRS mileage allowance) or lowest airfare, including required local transportation.
- C. The President will attend the Aspen trip and will be "comped" for the Trip Package in the same manner as the "comp" for the Aspen trip leader (see DSC Trip Leader Comp Policy below).
- D. When in receipt of a FAM invitation from the Texas Ski Council (TSC), the sequence of response will be Trip VP, President, and President-Elect. The Board will establish the sequence for the remaining Board members at their first meeting in April. The recipient should be at least an advanced intermediate skier, and should promote the trip if the site is chosen by TSC. Other DSC members who are or have been very involved in the Club may be included at the Board's discretion on the FAM List which will be submitted to TSC.

DSC TRIP LEADER COMP POLICY

It is the intention of the Dallas Ski Club to provide proper and appropriate compensation for trip leaders in recognition of their efforts to organize and manage all aspects of ski trips sponsored by the DSC. Such compensation may include up to 100% of the advertised basic trip package price, depending upon the comps received from the tour operator and/or lodging and transportation providers. All trips generally will have lodging comps offered for a specific number of "pillows" occupied. Over the past few years, air/ground transportation comps have not been generally offered.

- A. For U.S. and Canada trips, when transportation comps are not received from the tour operator and/or transportation provider, the VP of Trips may add a surcharge to the trip pricing in order to offer a portion or all the cost of transportation as a comp if it does not overprice the trip to a point that it restricts member participation.
- B. For trips outside North American (Europe, South America, Far East, etc.), with the much higher cost of transportation the adding of a surcharge in the trip pricing to cover the cost of transportation for the trip leader may not be possible as it could greatly “overprice” the trip and restrict member participation, and in this case the comp for an international ski trip leader may be restricted to the comps received from the tour operator and/or lodging providers.
- C. For all trip leaders, the comp will include the added cost the VP of Trips inserts into the total package price for the DSC fees (party pack, trip leader fund, DSC bandana, margin, etc.)

TRIP LEADER CATEGORIES AND COMPENSATION

It is the intention of the Dallas Ski Club to provide proper and appropriate compensation for trip leaders in recognition of their efforts to organize and manage all aspects of trips sponsored by the DSC. Such compensation may include up to 100% of the advertised basic trip package price, depending upon the comps from the tour operator and/or lodging and transportation providers. All trips generally will have lodging comps offered for a specific number of “pillows” occupied. Over the past few years, air/ground transportation comps have not been generally offered.

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B. For trips outside North American (Europe, South America, Far East, etc.), with the much higher cost of transportation the adding of a surcharge in the trip pricing to cover the cost of transportation for the trip leader may not be possible as it could greatly “overprice” the trip and restrict member participation, and in this case the comp for an international trip leader may be restricted to the comps received from the tour operator and/or lodging providers.

C. For all trip leaders, the comp will include the added cost the VP of Trips inserts into the total package price for the DSC fees (party pack, trip leader fund, DSC bandana, margin, etc.)

TRIP LEADER CATEGORIES AND COMPENSATION

A. **Major Trips:** Major trips are considered to be those over 59 participants. A major trip will support an Associate Trip Leader. The Trip Leader will receive the cost of a full trip package. The Associate Trip Leader will receive the cost of one-half the trip package, depending upon the comps received as detailed above in “DSC Trip Leader Comp Policy.”

B. **Sub-Major Trip:** Sub-Major trips are those that have between 30 and 59 participants. A sub-major trip will support an Assistant Trip Leader. The Trip Leader will receive the cost of a full trip package. The Assistant Trip Leader will receive the cost of one-third the trip package, depending upon the comps received as detailed above in “DSC Trip Leader Comp Policy.”

C. **Regular Trip:** Regular trips are those with less than 30 participants. The Trip VP may assign an Intern Trip Leader for the purpose of training future trip leaders. The Trip Leader will receive the cost of a full trip package, depending upon the comps received as detailed above in “DSC Trip Leader Comp Policy.” The Intern Trip Leader will receive a complementary DSC Party Package (to be subtracted from their Trip Package cost).

D. **International Trip:** International trips are those trips outside North America and normally have pre and/or post trips. The Trip Leader will receive the cost of a full trip package. International trips with over 25 participants will support an Associate Trip Leader. The Associate Trip Leader will receive the cost of one-half the trip package.

Trip Pricing: Trip pricing is the responsibility of the Vice President of Trips and subject to approval by the DSC President. The scheduled trips, and pricing, will be presented to the board prior to publication of trip pricing. Trip pricing may include a surcharge, if it does not “overprice” the total trip package, for the purpose of supporting trip leader compensation not covered with comps, such as air/ground transportation, for instance. The Trip VP may offset any portion of a trip leader’s cost that is not a comp with any excess funds of that particular trip.

NON-TRIP LEADER COMPENSATION

- A. The Race Director will attend the Aspen trip and will receive a 1/4 comp of the amount paid for the Aspen trip. If there are Co-Race Directors, they will split the 1/4 comp of the Aspen trip.
- B. Race Coordinators (designated by Race Director) for Texas Ski Council Trips including NASTAR Racing will also receive a DSC Party Package for that trip.
- C. Race Coordinators for non Aspen/TSC trips will not be compensated. Their role is one of encouraging members to participate in NASTAR racing at the trip site.
- D. The Webmaster will receive free DSC membership for himself/herself (single or joint) and free admission to the Changing of the Guard for himself/herself.
- E. The Archivist at the discretion of the President-Elect may receive free DSC membership.
- F. The President, with the approval of the Board, may give up to two free DSC memberships annually to persons making significant contributions to the DSC.
- G. Happy Hour volunteers will not be compensated for admission to the Happy Hour.
- H. Guests at Happy Hours will be offered a coupon if they return for a second Happy Hour.
- I. The host or hostess for a DSC event will not pay the fee for that event.