

## Policy for Subsidising Development Programs and Events

### Development Programs

#### Branch Programs

Development programs that are run by the Sunshine Coast Branch entitle the member to a 70% subsidy. The member will be required to pay 30% of the program fee. Such programs commonly include, the annual Camp Commando for 13-14 year old members and the senior Lifesaving development program PULSE.

#### State Programs

Development programs that are run by SLSQ entitle the member to a 75% subsidy. The member will be required to pay 25% of the program fee. Such programs commonly include, the annual Youth Excellence Program (YEP), Leadership Excellence Program (LEP) and Lifesaving Development Program (LDP).

#### National Programs

Development programs that are run by SLSA entitle the member to a 85% subsidy. The member will be required to pay 15% of the program fee. Such programs commonly include, National Leadership College and National Master Class; the SLSA Women's mentoring program may also have a fee attached to it.

#### Club Programs

From time to time the club may run their own 'in-house' development programs that causes the club expense. It would be at the discretion of the Member Development Officer or Chief Training Officer to decide on a program fee for members within their allocated budget for the season; however it is recommended the member pays approximately 30% of the cost to the club per person. Examples of such programs might be hosting a first aid course followed by a social activity, sleepover, BBQ etc. as a member retention strategy. The sporadic and varied nature of such programs warrants a case by case approach by the organiser.

#### Leaders & Mentors

Many development programs require leaders and or mentors attend the program in order to facilitate the delivery of the program to participants. As these are often necessary for the club to send in order to also send participants, the club will fully subsidise any program fee for leaders or mentors, regardless of which level of the organisation is running the program.

## SLS Events

### Youth Ball

Youth Ball run by the Sunshine Coast Branch is a 50% subsidy rate for all attendees. This subsidy is for the *total* cost of attending including any transport arranged by the club, pre/post event additions etc.

### Branch/State/National Dinners

Anyone nominated for an award is entitled to a 100% subsidy for the ticket price of attending the event which the awardee is announced. A maximum of two (2) direct supporters of the nominee are subsidised 50% (eg. Parents, partners). Anyone else attending the event to support them will be offered a 30% subsidy.

### Surf Woman of the Year

Should the club have a Surf Woman of the Year (or adaptation of this program) entrant the club will offer a 50% subsidy to anyone on their committee and family or partners on the ticket price to attend the final gala dinner (winner presentation). Anyone else wishing to attend the gala to support the entrant will be offered a 30% subsidy.

### Chaperones

Similar to leaders and mentors, some events (especially Youth Ball) require chaperones to attend in order to send young members. In these cases chaperones are 100% subsidised by the club so they are not out of pocket at all.

## Case by case instances

Anything else that comes up that isn't outlined specifically can be assessed by the Board or Operations Group on a case by case basis. Such examples could be State conferences and other unique or one off development opportunities subject to the budget and subject to nomination.

## Process

### Invoicing Members

The process for this is normally the organising body (eg. SLSQ) will invoice the club for all Mets members attending the program. The club is then to invoice the individual members factoring in the relevant subsidy figure.

### Non-Attendance

If someone is not able to attend the program after being endorsed/accepted onto the program the club will still invoice the participant the amount that the club would have if the member did attend. It is encouraged that the member tries to find a replacement attendee that the club will endorse to attend in their spot. If this occurs the subsidy is transferred to the new participant. In exceptional circumstance the non-attendance policy may be reviewed by the Operational Group or Board.