

Annual Report on Challenge Grant Compliance and Parity Policy

Date:	07/28/2019
Reporting Period:	06/28/2018 - 06/30/2019
Submitted by:	Katinka Nanna, Treasurer & Debbie Madden, Vice President
Distribution:	Board Review / Approval, Membership email / Newsletter
Purpose:	Recap of pay-to-play activity and Sequim Picklers Compliance Parity Policy
Reference:	Sequim Picklers Parity Policy

From Parity Policy re: Pay-to-Play

*“Non-Metal members will pay a \$5 per person, per Sequim Picklers club play event, running a minimum of 24 member play months. A ‘member play month’ is defined as a month in which the member signs in, **pays and plays at least 4 times**. A member’s play months do not have to run consecutively. **After a member’s pay-to-play requirement has been satisfied, he will no longer be required to pay for Sequim Picklers club play events**. A Bronze, Silver and Gold level member is exempt from pay-to-play for life.”*

History / Tracking

After the opening of the courts in June 2018, sign- in sheets are set out during every club play event - capturing name, member level and money collected. Outdoor coordinators were assigned to manage and monitor sign-in and payment. Policy statements and explanations were published and posted.

The first few months were noisy and painful.

The assigned outdoor coordinators (all volunteers) worked for a few months then stopped. Since then we’ve established a strong culture of club policy advocacy where almost everyone helps welcome visitors and ensure players pay as appropriate. That being said, it’s informal and on the honor system - under the watchful eye of the club advocates.

We have also since established, adjusted and continue to refine club play / pay policies regarding visitors.

The sign-in sheets are collected with the money and forwarded without fail to the Club Treasurer. This allows the Treasurer to track member play months for each BASIC Member.

From the time the courts were opened:

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1. \$1,770.00 was collected from non-metal players playing during court time.
2. 64 Members joined
 - a. Basic - 29
 - b. Bronze - 33
 - c. Silver - 2
 - d. Gold - 0
3. A payment plan was instituted to allow members to ease into their members level (see Fee Policy Statement).
4. A tracking sheet of Basic Members and their Member Play months shows that:
 - a. 41 Members have 0 member play months logged
 - b. 18 Members have 1-6 member play months logged
 - c. 0 Members have > 6 member play months logged

In keeping with the Parity Policy statement, there are currently **0 members** eligible to be exempt from Pay-to-Play at the courts during club play time.

We respectfully submit this recap and report for review and approval by the Board with the assumption that a summary will be submitted to the membership in a formal email or newsletter with additional background information and a channel for members to ask questions.

Recommended changes to policy / process:

1. Monthly review / tracking of sign-in sheets
2. Notices sent to Basic Members that failed to pay (several were identified in this audit)
- 3.
- 4.
- 5.