



## WELCOME

Thank you so much for your commitment and valued contributions to support arts & culture in our community at Vic Juba Community Theatre.

Even though you're not in the spotlight on stage (often), our volunteers are the backbone of each and every event.

Our volunteer theatre board and staff have developed the following guidelines to ensure that our volunteers continue to play an important role in the future of our theatre and of the arts in the City of Lloydminster and area.



## VOLUNTEER HANDBOOK

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# VOLUNTEER POLICIES

## Volunteers' Purpose

- ♦ Volunteers play a critical role and their efforts are paramount to the overall success of Vic Juba Community Theatre.
- ♦ Training will be given to all volunteers and will be reviewed and updated regularly at the beginning of each shift.
- ♦ A standard of conduct must be maintained to ensure the overall success of performances at Vic Juba Community Theatre.

## Volunteers' Rights

- ♦ Volunteers have the right to be treated in a courteous and respectful manner.
- ♦ Volunteers have the right to work in a safe environment and to only accept work for which they feel trained and comfortable doing.
- ♦ Volunteers have the right to be kept informed of events and activities at Vic Juba Community Theatre.
- ♦ Volunteers may work at Vic Juba Community Theatre as long as they have received the required training and fulfill their commitment to their assignment.
- ♦ Volunteers have a right to be recognized for their efforts.

## Volunteers' Responsibilities

- ♦ To welcome theatre guests and clients to our space in a professional manner.
- ♦ To act in a manner befitting a representative of Vic Juba Community Theatre and abide by the Code of Ethics (see pg. 5).
- ♦ To ensure the safety and security of our patrons and any person directly or indirectly associated with the Theatre.



- ♦ To contact the Box Office before an event or performance if they are unable to make their shift by calling: 780-872-7400 EXT: 238 or text Alexis at 780-908-0110.
- ♦ To become knowledgeable about how our theatre operates with regard to seating rules and ticket policies such as: one year old+ requires a ticket to enter (show dependent & communicated by Front of House (FOH) Supervisor prior to the show). Car seats are not allowed on the seats or left in aisles. Must be removed due to safety hazard. This applies to wheelchairs & walkers (not in use) and kids strollers.
- ♦ To stay abreast of events or activities at Vic Juba Community Theatre by checking our Upcoming Events in SignUp, the theatre website or social media.
- ♦ To contact the Box Office to update their address, phone number, email, and emergency contact as necessary.

## Youth Volunteers (ages 14 to 18)

- ♦ Minors may volunteer to assist with Theatre operations, provided that they present proof of age, they will work with at least one adult and their parent or guardian signs a consent form. A staff member, the young volunteer, and the parent or guardian must complete and sign the consent form prior to the commencement of the first volunteer assignment.
- ♦ Young volunteers work in the continuous presence of an adult staff member who has an approved Criminal Record Check on file at Vic Juba Community Theatre.
- ♦ The following additional requirements for a young volunteer ages 14 and up must be met for a position on the technical team:
  - ⇒ As there is the potential for a member of the technical team to work after 12:01 a.m., the parent or guardian of the young person must give written consent prior to working as a volunteer at Vic Juba Community Theatre.



## CODE OF ETHICS

As a volunteer for Vic Juba Community Theatre, I agree to adhere to this Code of Ethics at all times. I pledge to:

- ◆ Be on time for my volunteer shift, and to provide my supervisor with as much notice as possible if I am unable to attend a given shift.
- ◆ Abide by all written policies and guidelines provided to me—relevant to my Volunteer work;
- ◆ Respect and protect privileged and confidential information to which we have access in the course of our official duties.
- ◆ Accept orientation and training in order to provide quality service.
- ◆ Accept supervision in the performance of my duties, and I will not present myself or comment to the media as an agent of Vic Juba Community Theatre unless approved to do so by my supervisor;
- ◆ Perform all assigned tasks to the best of my ability, will not work while under the influence of alcohol or drugs nor will I consume alcoholic beverages from the Bar and Concession;
- ◆ Treat with courtesy each individual with whom I come into contact, regardless of race, colour, religion, age, gender, sexual orientation or national ancestry.
- ◆ Obey all laws and regulations while volunteering.
- ◆ Be positive about all performances and events while at VJCT regardless of my personal opinion;
- ◆ Bring my best skills and abilities to my volunteer work to promote Vic Juba Community Theatre.



## VOLUNTEER POSITIONS

Volunteers are the lifeblood of many organizations and it is no different here at Vic Juba Community Theatre.

Below is a brief description of the areas of volunteer opportunities available at Vic Juba Community Theatre. We look forward to working with you as we enrich the lives of those in our community.

**Bar & Concession:** You will work with the Theatre's great concession team to fill the orders of our patrons at one of our concession outlets. Volunteers will work alongside a VJCT staffer who holds a valid ProServe Certificate.

**Merchandise:** If you don't mind working with cash and enjoy meeting and assisting the public (and on occasion meeting the artist), you may enjoy helping us with merchandise. Artists bring different items to sell either before, at intermission or after the show. You and the FOH Supervisor would verify the merchandise prior to the event, track sales, collect payment and assist with the balancing at the close of the event.

**Usher:** As an usher, you are one of our front-line ambassadors to those who attend events at Vic Juba Community Theatre. Your duties will include ticket scanning, handing out programs and assisting patrons with finding their seats for the show. Due to safety issues, volunteers must be 18 years or older to become an usher.

## DRESS CODE

Please wear a black or white shirt, black pants, and a black vest or sweater. We have some vests available in the Coat Check if you prefer to borrow one while you are here. We also ask that you wear comfortable shoes as you can be on your feet for extended periods.



## VOLUNTEER REWARDS

The Theatre tries to find different ways to show our appreciation to our volunteers. Whether it's having snacks available for you in the coat check, inviting you for a meal or presenting a season kick-off or wrap-up, we hope you'll know just how valuable you are to us!

In addition, once a volunteer has assisted with 15 or more functions, you are eligible for complimentary tickets. This benefit works on a 'first come, first serve' basis. Please note this benefit is NOT available for fundraising events.

Volunteers receive 25% off at the concession during their shift(s).

### Valued Member Card

Each volunteer will receive a valued member card while they are actively volunteering with the theatre. This card can be shown around the City of Lloydminster to receive discounts as a VJCT volunteer. To find out which locations offer valued member discounts visit the volunteer page at: [www.vicjubatheatre.ca/volunteer](http://www.vicjubatheatre.ca/volunteer)



### Volunteer Events

There are typically two events per year specifically for our volunteers:

- Volunteer Kick-Off (September)
- Volunteer Wrap Up (June)



## EMERGENCY PROCEDURES

### Emergency Evacuation

- 1) In the event of an emergency evacuation, the Sound Technician mutes performances and the Light Technician kills stage lights and brings house lights and work lights to full.
- 2) The Head of Audio will announce that an evacuation is necessary and that the Ushers and staff will take charge.
- 3) In the event of fire, the General Manager or designate will immediately call the Fire Department – phone number 911.
- 4) The Ushers will pin back all Audience Chamber doors with the use of the kick-down doorstops and lead the audience members to the exterior exits.
- 5) Pending the location of the emergency the stations will be assigned as follows from the **Front of House Supervisor**:
  - ⇒ The **Front of House Supervisor** proceeds to the bottom of the house to assist with the exiting of the audience members from the chamber. Patrons will be instructed by the FOH Supervisor to exit right and left through the exit doors starting at the first row, then the second row, etc. After ensuring that the chamber has been cleared, the FOH Supervisor will ensure that all patrons have safely exited from the main level.
  - ⇒ **One Usher Audience Right (lower level)** to lead patrons to the door by the gymnasium. This Usher will remain at the gymnasium exit to prevent the re-entry of anyone. (An additional usher will assist if 6 ushers are on site – this usher will hold open the outside College door.)
  - ⇒ **One Usher Audience Left (lower level)** to lead patrons to the Backstage Exit.





- ⇒ **One Usher Audience Right (upper level)** to lead patrons to exit through the emergency exit door by the washrooms and down the stairwell.
- ⇒ **One Usher Audience Left (upper level)** to direct patrons to join those audience members exiting through the house right doors and down the stairwell. (An additional usher will assist if 6 ushers are on site – this usher will hold open the outside College door.)
- ⇒ The **Stage Technician** will ensure that the stage and all backstage areas are cleared. Exiting from the stage and loading dock shall occur through the stage door and exiting from the other backstage areas shall occur through the exit located by the Black Box.
- ⇒ The **Head of Audio** will be stationed in the Upper Lobby to ensure that patrons do not use the elevator and that all patrons safely exit from that level.
- 6) Should the use of a particular emergency exit be inadvisable, the Usher on duty will be instructed to block off the exit in question by standing in front of it and directing patrons to alternative exits.
- 7) Wheelchair patrons should wait until the house is cleared as they can block exit ways and slow down the flow of patrons exiting. If possible, all wheelchair patrons in the lower level should exit via the wheelchair ramp. Wheelchair patrons on the upper level should be moved inside the fire safe stairwell to allow for removal by firemen. A member of the evacuation team will remain with this patron until rescued.
- 8) In the event of a dance festival or dance performance when we have a significant number of dancers backstage, the usher assigned Audience Lower Left would NOT take the audience through the backstage exit. The usher will use the exit Audience Lower Right (Gym Doors).



- 9) Use common sense and discretion in the use of a fire extinguisher. Your safety and that of the occupants of the Theatre is first and foremost. Only attempt to extinguish or control the fire if minimal danger exists or unless it is absolutely necessary and safe to do so (e.g. to clear your escape route). See attachment for location of extinguishers and fire alarm stations.
- 10) After the Audience Chamber is cleared, the Ushers and Front of House Supervisor will close all Audience Chamber doors. The Head of Audio shall check the upstairs washrooms. The General Manager/or designate shall check the main level washrooms.
- 11) Once all areas are secured, all staff and Ushers shall proceed to the marshalling area. Their responsibility will be to ensure that no vehicles leave the area so that fire and police vehicles are not impeded in any way.
- 12) If necessary, vehicles could be moved south towards the College residences only if they do not interfere with emergency vehicles.
- 13) No one will be allowed to re-enter the facility until told to do so by the Lakeland College Fire Marshall or the local Fire Department.
- 14) The General Manager shall have the sole authority to delay evacuation if they feel that they are dealing with a false alarm.
- 15) A simple rule to follow is that those nearest the exit move out first.
- 16) Above all remain calm, and exude confidence in what you are doing.

## FIRE EXTINGUISHERS, EXITING & FIRST AID

### Fire Extinguishers - Lower Level Locations

- Backstage Janitorial Room
- Backstage between washroom and janitor's room
- Backstage Hallway
- Box Office



- Outside Coat Check (to left of monitor)
- On Stage (3)
- Orchestra Pit



## **Fire Extinguishers - Upper Level Locations**

- Across from Donor Wall (Upper Level)
- Control Booth
- Dimmer Room
- Upper Level Lobby (below monitor)

## **Operation of a Fire Extinguisher**

Use this acronym as a quick reference in the operation of a fire extinguisher: **PASS**

**Pull the Pin** at the top of the extinguisher. The pin releases a locking mechanism and will allow you to discharge the extinguisher.

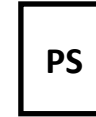
**Aim at the base of the fire**, not the flames. This is important - in order to put out the fire, you must extinguish the fuel.

**Squeeze the lever slowly**. This will release the extinguishing agent in the extinguisher. If the handle is released, the discharge will stop.

**Sweep from side to side**. Using a sweeping motion, move the fire extinguisher back and forth until the fire is completely out. Operate the extinguisher from a safe distance, several feet away, and then move towards the fire once it starts to diminish. Be sure to read the instructions on your fire extinguisher - different fire extinguishers recommend operating them from different distances. Remember:



## **Fire Alarm Stations**



### **Main Level/Lower Lobby**

- Entrance Next to Gym
- Loading Dock
- Backstage Hallway near Emergency Exit
- Bottom of Audience Chamber Left
- Bottom of Audience Chamber Right

### **Upper Level**

- Emergency Exit (across from Donor Wall – next to washrooms)



**Pull down the lever/bar on the fire alarm station to activate the alarm.**

## **First Aid Kit Locations**



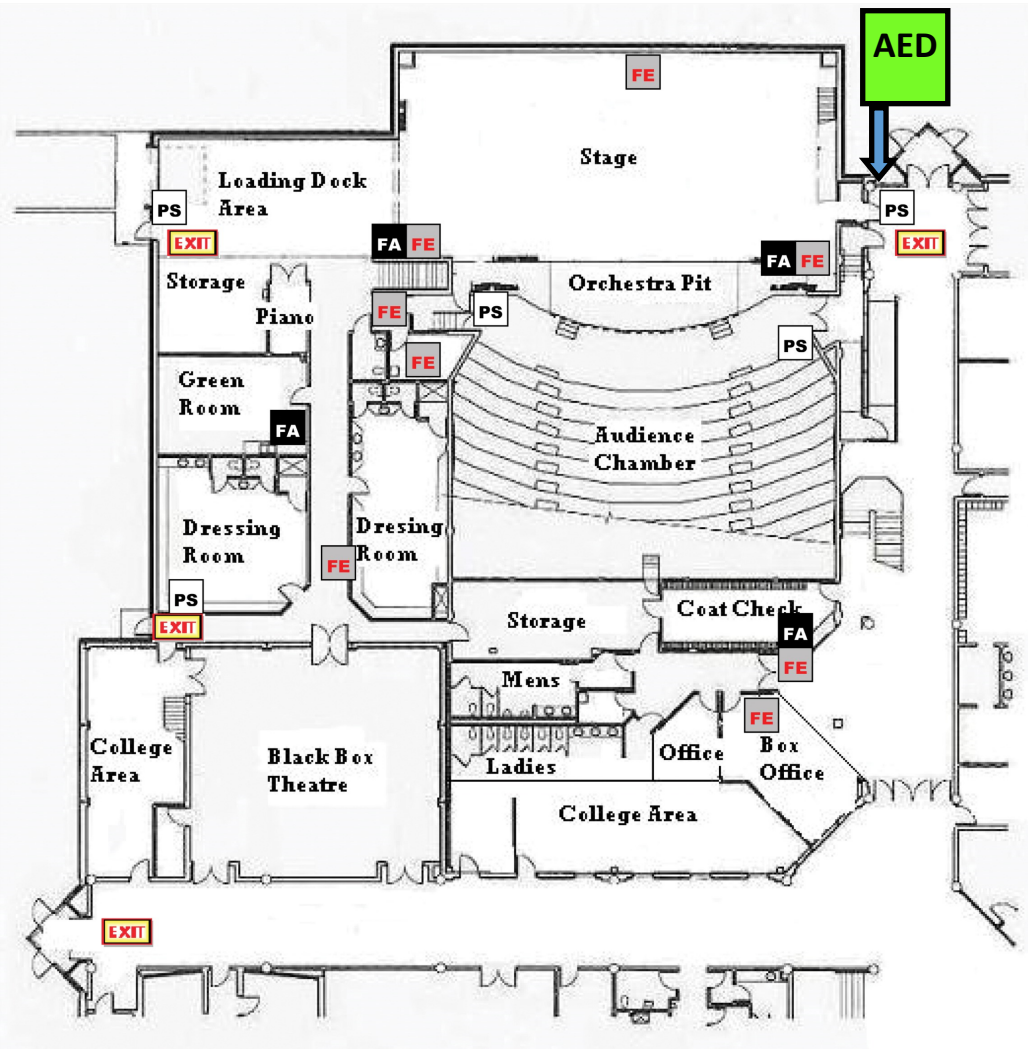
### **Main Level/Lower Lobby**

- Box Office
- Coat Check
- Green Room
- Stage Left
- Stage Right
- Orchestra Pit

### **Upper Level**

- Light Lock (Audience Left)

## MAIN LEVEL



Fire Extinguisher



First Aid Kit Location

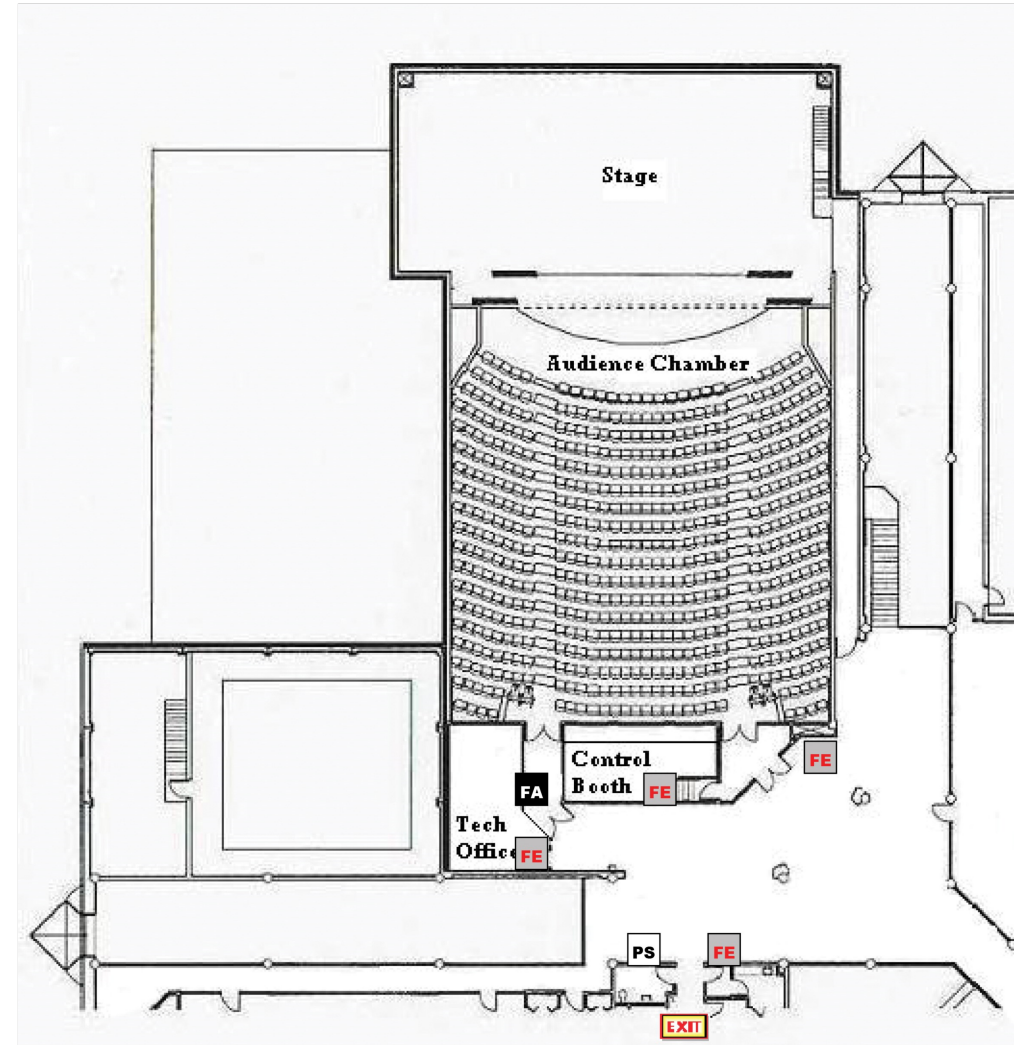


Fire Alarm Station



Automated External Defibrillator

## UPPER LEVEL



Fire Extinguisher



First Aid Kit Location



Fire Alarm Station



## FAQS



The following is a list of answers to some frequently asked questions new volunteers have when they come to join our Theatre family:

### ***I have a friend who wants to help out. Who should they call?***

Anyone interested in becoming a volunteer should complete the Volunteer Registration Form available on our website at [www.vicjubatheatre.ca/volunteer](http://www.vicjubatheatre.ca/volunteer)

### ***How do I find out about what volunteer shifts are available?***

There are a couple of ways that you may access information regarding available volunteer shifts:

- 1) After you complete the Volunteer Registration Form, you will be contacted by the Box Office Assistant and added to our volunteer email list. Schedules are sent out monthly on the Sign Up Website where you can sign up for available shifts at your leisure.
- 2) The volunteer schedule can be found on our sign up page: <https://signup.com/go/KYUGgtV>
- 3) If you have any questions or concerns in regards to the sign up process, please contact Alexis at the Box Office 780-872-7400, extension 238 and she will be more than happy to assist you.

### ***How do I sign up for a volunteer shift?***

It's as easy as hitting the "sign up" button under the shift you want to volunteer for on our Sign Up Page!

If we require volunteers to fill vacant shifts, we may contact you to see if you would be available to sign up for open shifts.

### ***What if I am unable to make it for my shift?***

If for some reason you are unable to make it for your shift, please call the Theatre at 780-872-7400, extension 238, as soon as possible. We would appreciate it you could give us a minimum of 48 hours notice whenever possible.



### ***How do I dress when volunteering at The Theatre?***

Please wear a black or white shirt, black pants, and a black vest or sweater. We have some vests available in the Coat Check if you prefer to borrow one while you are here. We also ask that you wear comfortable shoes as you can be on your feet for extended periods.

### ***Who do I talk to when I get there?***

Please meet the Front of House (FOH) Supervisor at the Coat Check at your check-in time. All volunteers will then receive instructions as to any special event requirements and review their role in the event of an emergency evacuation. The Audience Chamber will open 30 minutes prior to performance.

### ***What do I do first?***

For all volunteers, once you arrive you will be issued your volunteer identification lanyard and for ushers, a small flashlight. At the end of the night or before you leave, please ensure that you return both items to the FOH Supervisor.

## USHER NOTES

### ***Where will I work?***

There are three audience entrances to the Theatre: two main entrances on the second floor on either side of the donor wall and one entrance on the main floor across from the College gymnasium. The downstairs door is primarily for audience members who have trouble with mobility; the wheelchair ramp is also located at this lower entrance.

### ***BEFORE THE SHOW***

#### ***What will happen during my shift before the show starts?***

Please keep in mind that we cannot open the doors to the Audience Chamber until the Front of House (FOH) Supervisor has been advised that all stage setup has been completed and emergency evacuation directions have been given to all volunteers. Once the FOH Supervisor



unlocks and opens the doors, the public is allowed to enter the Audience Chamber. Both the interior and exterior doors to the light locks should be propped open with the use of the kick-down doorstops.

Three ushers will serve as ticket-scanners, one (1) for each door. Three ushers will be positioned inside the light locks to assist patrons in finding their seats and distributing programs and/or handbills.

The ticket-scanner on the main floor Theatre entrance will direct most patrons to the upper audience doors, even if they are arriving through the outside doors by the gym, as we wish to keep the passageway open to aid in traffic flow and available for those patrons truly needing it.

Once the house is open, ticket-scanners should remain at the door until the show has begun and all latecomers have been attended to. If the usher at the inside door is busy helping a patron find a seat and someone else needs assistance, please have them wait until the inside usher returns rather than take them to their seats yourself.

If a patron claims to have complimentary access, or if a patron has lost their ticket, please refer them to the FOH Supervisor or Box Office for assistance.

#### ***How can I assist the patrons in advance of the doors opening?***

For festival seating events, audiences tend to line up at the Theatre entrance to the right of the donor wall, but ticket-scanners should encourage the crowds to split up between the two upper entrances to avoid overcrowding on one side of the Audience Chamber. For events with assigned seating, ushers should make note of the seat numbers posted above the entrance doors and encourage patrons to enter at the appropriate door.

#### ***Do I help patrons to their seats?***

Ushers who are not taking tickets should be available to help patrons find their seats as necessary. Some patrons merely need to



be pointed in the right direction while others, particularly the elderly and disabled, may need assistance to their seat. Remember that patrons with difficulty walking cannot go down steps easily and may require a helping hand for support. If someone with mobility difficulties is planning to take a seat near the front of the Audience Chamber but enters through an upper door, you may wish to give them the option of taking the elevator downstairs and entering from the main floor. The elevator is located on the left hand side of the corridor towards the main College entrance.

### **DURING THE SHOW**

#### ***What do I do once the show starts?***

Before the show begins, the interior doors to each of the three light locks should be closed, as well as the exterior doors to the corridor. The main floor door will be locked once the curtain goes up, and even disabled patrons should be directed to the upper entrances (via the elevator if necessary).

At least one usher may have to remain outside the Theatre's main doors on the upper level. (This position may be rotated during the performance.) The other ushers will be assigned a station inside the Theatre in the event of an emergency evacuation.

#### ***What about patrons who come late?***

It is the rental group's decision how to handle latecomers, but generally they are allowed in between songs (upper level only). Ordinarily, we will have the TV monitor outside the upper right door turned on, so you can see what is happening inside the Theatre. For musical performances, access is usually between numbers while the audience is applauding. For plays and other events, the groups should advise us as to when to let in latecomers.

When admitting patrons once the show has started, bring them into the light lock first. Wait for the exterior door to fully close before bringing them into the Audience Chamber itself. This prevents outside light and sound from spilling into the house



during a show. For the most part, you can expect latecomers to continue trickling in for 10-15 minutes after the house is closed. At least one usher will remain outside throughout the show.

Depending on circumstances, the house lights may be turned down during a show while latecomers are being seated. Ushers should point their flashlights on the floor where the patron is stepping to assist them to their seats.

***What about patrons who leave/re-enter during a performance?***

Ushers inside the Audience Chamber should make themselves available to audience members leaving during the show. This includes patrons leaving to use the washrooms, settle a noisy child, patrons with coughing fits, etc. When you see somebody heading toward the exit, approach them with your flashlight to assist them to the door, holding the interior door open for them. As with patrons entering during a show, have the patron wait in the light lock until one set of doors has closed before opening the second set. Wait for a break in music before allowing a patron to return to their seat.

Periodically, management or technical staff (sound and lighting operators, for instance) will need to move in and out of the Control Booth, which is accessed from the upper house entrance light lock.

***What do I do if a patron is disruptive and combative?***

Do not get involved. Please advise the FOH Supervisor; who will then contact Lakeland College Security to safely remove patron.

**AT INTERMISSION**

***What do I do at intermission?***

At intermission (if there is one), the house lights will be brought back up. Ushers should prop open interior and exterior doors to allow traffic to move freely out of the Theatre.

Please offer to help anyone needing physical assistance getting out of the Theatre.



Washrooms are located across the hallway on the second floor of the Theatre, as well as on the main floor down the administration corridor past the Coat Check and Box Office.

When the show starts again, both the interior and exterior doors should again be closed.

**AFTER THE SHOW**

***What about after the show?***

The houselights will come up and the ushers shall open up the interior and exterior doors providing assistance to those requiring it. Please smile and say “farewell” to our patrons as they are leaving.

Ushers on the lower level patrol in front of stage to ensure audience members do not try to access the stage to talk to the artists.

**Once the audience has left and the house is empty**, the ushers should walk up and down the aisles. Any lost-and-found items should be given to the FOH Supervisor who will put them away for safekeeping.

Once the doors are locked, patrons are generally not allowed back into the Audience Chamber. However, patrons sometimes have forgotten an item in the seats or a performer accidentally gets locked out. Please direct these individuals to the FOH Supervisor.





## OTHER INFO

### ***What about food and drink in the Theatre?***

Food & drinks purchased at the bar/concession are allowed in the theatre; unless otherwise instructed.

### ***Where is wheelchair seating located?***

There is a space inside each of the upper audience entrances for wheelchairs. Each space is able to accommodate one person each. In addition, there are removable seats located in the front centre row of the Theatre to accommodate wheelchair users – these seats are usually and preferably arranged for ahead of time. Some patrons with limited mobility may choose to sit in a seat in the front row. Walkers, canes, and strollers shall be moved to the light locks.

On the main floor, there is a wheelchair ramp entrance that leads into the lower level of the Theatre. As with upstairs, these doors should be propped open while the house is being let in.

### ***What else do I need to know?***

Reporters, photographers, and other members of the news media may arrive to cover a show. Please refer these people to the FOH Supervisor.

Performers who are unsure where to meet their group usually can be directed to use the Stage Door next to the Loading Dock overhead door (outside and around the building to the left).

Performers who move between the Audience Chamber and the backstage area need to use the backstage door (Audience Left) rather than using the stage. It is requested that no persons be on stage during the 30 minutes prior to performance.

Fans of a show that want to get backstage for an autograph or wish to see a performer can be advised that there is an autograph session after the show if applicable. The backstage space is available to artists & performers, whether a professional act or community group, and is a private area where they can prepare uninterrupted for a show.



If people connected with the organization of the show have any enquiries, please direct them to the FOH Supervisor.

Sometimes people without tickets to a show will ask ushers if they can be let in “just to take a quick peak at the Theatre.”

Unfortunately, during a booking the rental group has exclusive access to the space, and ushers should tell these people to contact Theatre management for an appointment.

### ***What do I do if someone is injured or ill?***

In the event of an illness or injury, please alert the FOH Supervisor immediately (who has been trained in First Aid). The FOH Supervisor is required to complete an Injury / Illness Incident Report Form which can be found in the filing cabinet located in the Coat Check.

**VIC JUBA  
COMMUNITY  
THEATRE**



**SCAN FOR MOST RECENT UPCOMING EVENTS**

*Your* **ENTERTAINMENT VENUE**  
SINCE 2002



#### Vic Juba Community Theatre Staff Contact Information

**Alexis Berkis - Box Office Assistant**

Box office: 780-872-7400 EXT: 238  
alexis@vicjubatheatre.ca

Cell: 780-908-0110

**Jen McConnell - General Manager**

Office: 780-872-7400 EXT: 242  
jen@vicjubatheatre.ca

Cell: 306-774-3650

**Andrew Forrester - Technical Director/Facility Coordinator/Head of Lighting**

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andrew@vicjubatheatre.ca

Cell: 306-241-5290

**Jason Cabanaw - Technical & Graphics Coordinator/Head of Audio**

Cell: 416-827-4057  
jason@vicjubatheatre.ca

