



Board Member Compensation Policy

Board members shall serve without compensation. If a board member is asked or volunteers to perform a service in his or her capacity as a board member, the board member will not charge or be reimbursed for the service. Examples: A board-member attorney is requested by the board to research and/or give an opinion regarding director liability and does so at no charge. A board member approached by the Board or community to provide an opinion based on his or her professional background and in his or her capacity as a Director of SORCA will not charge the organization.

Cash gifts or honorariums received while acting in a capacity as a Director of SORCA shall be donated back to SORCA. Example: Honorarium for speaking at a conference in an official SORCA capacity.

The Board Member may keep in-kind gifts received while acting in an official SORCA capacity. Example: Gift bags received for speaking at a conference.

Board members may not put their company forward to provide products or services during competitive bid processes, nor may they be awarded sole-source contracts of any denomination.

Reimbursement

Members of the board, committees, special committees, staff, and authorized representatives of SORCA shall be reimbursed for reasonable expenses incurred in achieving the organization's mission, and on projects and budget items previously approved by the board (e.g. merchandise, event logistics, tools, travel to conferences approved by the Board, etc.). This does NOT include travel costs for regular or special board meetings in Squamish.

Board members are eligible for consideration of reimbursement for trail work until the Volunteer Trail Maintenance & Builder Support Policy.

Employment

Directors may not be employed (salaried or on a contract basis) by the organization in addition to their board duties. If an employee wishes to join the Board, they must first complete their paid duties. If a Board member wishes to be considered for a paid role, they must resign from the Board.

Signed this _____ day of _____ 202_

Signature