

This document is a copy of the original committee proposal to the Board of NMPCA to investigate changes to the rewarding of special acts by Board members. This was proposed and adopted in 2010. The provisions of this procedure are still in effect in 2018.

Start Board Member Remuneration Document

## **Proposal to New Mexico Potters & Clay Artists Board of Directors**

**Intent:** To establish a fair and equitable reimbursement to volunteers who have agreed to take on significant obligations in programs/services to our members.

**Assumptions:** NMPCA is a volunteer organization and therefore we are concerned about setting up a situation where volunteers are paid excessive (perception) amounts of cash for services rendered.

Board members and other volunteers have had their dues waived in the past. We are proposing that all Board members should be required to pay dues (they are also beneficiaries of the services and programs we offer). We also recognize that Board members give a significant amount of time to the organization – no matter their role on the Board, therefore:

- We propose that all Board members be eligible for reimbursement for their travel: \$.25 per mile for any Board member traveling more than 50 miles to attend a meeting. This will ensure that we are able to attract Board members from around the state and help with their out-of-pocket expenses.
- We would also propose that the Board spend the money necessary for volunteers to carry out their responsibilities, e.g. software, reimbursement for out-of-pocket expenses, etc. These expenditures will need Board approval by email or at a regularly scheduled meeting.

Armstrong Grant Administrators will be required to pay dues but will be reimbursed in the following ways:

- \$.25 per mile for travels to site visits.
- If a trip requires travel more than 150 miles one-way, we will reimburse \$50 for hotel/lodging if the administrators choose to spend the night.

Studio Tour Coordinator should be assigned to someone who is not also maintaining our website. We are proposing the following honorarium to that person:

- \$10 per person participating in the online Studio Tour, not to exceed \$599 per year (to avoid a 1099). We are currently paying the full \$15 to the coordinator and, with 60 people participating, the total would also require a 1099.

Webmaster will be responsible for maintaining all other website pages. We are proposing:

- Ghost Ranch workshop tuition (\$150) plus an honorarium of \$100/year at year-end (December 31).

E-News Coordinator is responsible for weekly e-blasts about news of our members and activities. We are proposing:

- Ghost Ranch workshop tuition (\$150) plus an honorarium of \$200/year, paid in two installments (June and December).

SlipTrail Editor is responsible for 6 issues of our newsletter and distribution. We are proposing the following:

- Ghost Ranch workshop tuition (\$150) plus \$50 per issue, paid in two installments (June and December).

Ghost Ranch Coordinators (2) are responsible for planning and execution of our annual workshop. We would like to see this be distributed between two people – one to plan the workshop agenda and recruit presenters and another to handle arrangements with GR and monitor registrations. We are proposing that both receive the following:

- Free room, board and tuition to the workshop.
- \$.25 per mile reimbursement for travel to and from the workshop.

This proposal significantly reduces our direct cash disbursements to the volunteers who are specifically providing services and programs for our members. The Treasurer's position has been split into Treasurer and Membership and we feel that, with the software provided by the organization, that these positions do not require additional remuneration other than a thank-you. The same holds true for other Board positions such as President and Secretary.

### **Implementation:**

We are recommending that, with a few exceptions, these recommendations be made retroactive to January 1, 2010.

We are proposing to pay Phil \$100 per issue through June 30, per our original agreement with him as SlipTrail Editor.

Adoption of this proposal means that Board members (and others with waived dues) need to pay 2010 dues quickly. By making this retroactive, Board members will be able to submit requests for mileage reimbursement for January through June, 2010.

We are also recommending that the Ghost Ranch Workshop tuition waiver be only used by the member gifted and only for the NMPCA workshop.