

SAMPLE POLICY: BOARD COMPENSATION

Board directors shall serve without compensation to avoid any appearance of self-dealing. In cases where the organization has need for special skills that a board director has *and* the organization would have to pay for those skills anyway, the individual or his/her company may bid on the opportunity to do the job. However, he/she should make the potential conflict public, he/she cannot be involved in any discussion or the vote, and his/her bid should be measurably superior in some way to the other bids.¹ If the organization has an opening for a position and an individual on the board has the necessary skills and wishes the position, he or she shall step down from the board, even if the position is a temporary one.

Board directors shall be allowed reasonable reimbursement of expenses incurred in the performance of their duties, e.g., attendance at board-authorized meetings and conferences.² Such expenses as transportation, parking, lodging, meals and the duplication of materials will be covered with the submission of receipts and completed expense forms.

¹ This section should be consistent with your bylaws.

² Today, many organizations are *not* reimbursing expenses, but rather considering such expenses a cost of board service. However, depending on the makeup of your board, you may still want, or find it necessary, to reimburse.