

Reimbursement for Foregone Income – Appendix 3E

Appendix to Policy 3.9 - Guidelines

To ensure that persons from diverse socio-economic groups may serve on the Board, the Board shall reimburse Board members for foregone income as follows:

1. Reimbursement payments are made available for members who need them to enable their full participation in the work of the Board at extended meetings required for Board service, including quarterly Board meetings and General Assembly. While service as a Board member in other circumstances can include shorter video Board calls, visiting congregations, and attending conferences and meetings, these are generally not eligible for reimbursement under this policy.
2. The payment shall be at a flat rate up to eight hours daily, calculated as the hourly wage of a standard work week at four times the federal poverty guidelines¹ for a family of one issued in January by HHS². In 2018, this would be \$23.34 per hour or \$186.77 per day for contract work.
3. This policy applies to reimbursement of foregone income that would have been earned through hourly wages or on a contract basis, for Board members earning up to four times the federal poverty guidelines for a family of one. It does not apply to salaried individuals or those who earn above the income threshold, except in extraordinary circumstances.
4. Total amount spent annually for all such qualifying board members shall be limited to a budgeted amount set by the Board.
5. Board members wishing to receive reimbursement for foregone income will complete a request form and submit it to the Executive Vice President. The form will include annual income, forgone income, and the hourly wage or contract services rate. Members so requesting compensation for lost income will be required to provide evidence of such.
6. The request form may be submitted in advance of the Board meeting triggering the request.
7. Disputes about the implementation of this policy will be resolved by the Audit Committee.

¹ This is the same standard used by the Affordable Care Act.

² Federal Poverty guidelines for 2018 specify a threshold of \$12,140 for a family of 1.