

Policy on Volunteer Compensation

DATE OF EFFECT: 11-26-2025

LAST REVISED: 11-26-2025

PURPOSE & SCOPE

The purpose of this policy is to outline the principles and procedures for compensating volunteers of Rural Artists Against Hate (RAAH), with a focus on providing essential art materials. This policy is subject to the financial viability and approved budget of the organization.

PRINCIPLES OF COMPENSATION

RAAH recognizes that volunteer time and commitment are invaluable contributions to its mission.

Volunteer compensation will be non-monetary, focusing on the provision of essential art materials.

All compensation will be managed transparently, with clear reporting and oversight.

MATERIAL SUPPORT: "PAINT GO KITS"

Upon admission to the network, artists will receive a basic "Paint Go Kit" to help them complete their first project.

Refills of the "Paint Go Kit" are determined by the number and size of projects completed by the artist. Artists who complete at least a project and demonstrate ongoing commitment to RAAH's mission will be eligible for a replenishment of their kit, subject to the availability of supplies. The size of the completed projects will be considered when determining the need for a refill.

The cost of "Paint Go Kits" and their replenishment will be a designated budget line item, approved annually by the Board.

FINANCIAL REPORTING & OVERSIGHT

The Treasurer and the Finance and Audit committee will be responsible for overseeing the implementation of this policy.

An annual review of the budget, including a comparison of budgeted versus actual spending on volunteer compensation and materials, will be submitted to the Board.

All compensation and material expenditures must be within the approved budget lines.

MONITORING AND EVALUATION

The Finance and Audit committee will monitor the effectiveness of this policy in attracting and retaining volunteer artists.

Regular financial reports will track expenditures related to artist compensation and material costs to ensure transparency and responsible use of funds.