

POLICY NUMBER: 3.7	DATE ADOPTED: Mar 16, 2016
POLICY TYPE: Finance	DATE AMENDED:
POLICY TITLE: Payment for Functions Normally Done by Volunteers	

Payment for Functions Normally Done by Volunteers

Rationale

From time to time Shuswap Theatre has hired a professional director or workshop leader to do some paid work for us. However, the vast majority of work that is done for the theatre has, and continues to be, by unpaid volunteers as we are an amateur company. Paying theatre members for taking on a task is a slippery slope in which resentments can fester when some are paid and some are not. This policy specifies the principles that will be used when a proposal comes forward to make an exception to the norm of unpaid, volunteer work. This policy does not seek a rigid formula but rather offers principles to guide decisions about exceptions.

Principles

The following principles will guide these decisions:

1. It is expected that theatre members will not be paid for what is normally volunteer work even if the nature of that work is what they do for a living.
2. While the Board is empowered to make exceptions to Principle 1, exceptions should be few and the burden of proof will be on why the exception should be made.
3. From time to time the company may decide to hire a visiting Director, Designer or other expert to increase the depth and capacity of the company.
4. Arguments for an exception to Principle 1 will carry more weight if the person to be paid is a professional who makes his or her living in this way.
5. It may be necessary or desirable to hire outside experts to provide skill building workshops for Shuswap Theatre members. However, we do not normally pay our own members for delivering such workshops.
6. When a professional wishes to offer a public workshop at Shuswap Theatre it will normally be treated as a rental. If the event is deemed to be in Shuswap Theatre's interests, the board may offer incentives, such as, reduced rent or a monetary contribution.
7. If a theatre member writes a play which is then produced by the company, some remuneration may be negotiated consistent with royalties typically paid to other playwrights.
8. The board may choose to pay an honorarium to theatre members who take on certain demanding and ongoing tasks, such as managing the building,

bookkeeping or designing posters and programs. These honorariums will not reflect the market value of these services.

9. If a grant is obtained for a specific project, the leader of the project may be paid within the grant's terms of reference.

In summary, events, or series of events, in which a person is paid to give leadership might be seen to fall into one of the following categories:

- a. *Shuswap Theatre Initiated*: An event initiated and offered by Shuswap Theatre in which a person is hired to conduct the event. In this case the theatre sets the prices and the structure, pays a fee to the leader and takes the financial risks as well as any profits.
- b. *Facilitator Initiated*: An event conducted by the leader as part of his or her own enterprise and "rents" the theatre building (and other resources as needed). The theatre may charge the usual rental fee or a reduced fee depending on the extent to which Shuswap Theatre's own interests are furthered by the event.
- c. *Partnerships*: An event where the company's interests and the interests of the event leader are largely equal. The initiative may come from either party. The risks are shared as are potential profits.