

New Plymouth Contract Bridge Club	
HONORARIUM POLICY	
Policy	<p>Definition</p> <p>An honorarium is an <i>ex gratia</i> payment, i.e., a payment made, without the giver recognizing themselves as having any liability or, to a person for his or her services in a volunteer capacity or for services for which fees are not traditionally required.</p> <p>Principles</p> <ol style="list-style-type: none"> 1. Committee members, other office holders and other club members who perform tasks for NPCBC generally volunteer their services and as such, this should be done freely and no-one should be compensated for their time. 2. An exception to this general principle would be if a person is engaged to provide a service or perform a task on the understanding that they would be paid. 3. However in the case of a volunteer, out of pocket expenses such as travelling to meetings, phone calls and printing, photocopying and paper supplies are a different matter. The notion of honoraria as a token payment towards expenses can then be seen as a reasonable compromise. <p>To Whom Should Honoraria be paid</p> <ol style="list-style-type: none"> 1. Honoraria are to be paid to those volunteers who incur significant out of pocket expenses. eg travelling costs to and from meetings. 2. The volunteers who devote considerable time to fulfilling their task, time working for the club but are not Committee Members 3. People receiving Honoraria are identified at a Committee Meeting (see below) 4. The Amount of each Honorarium to be paid is reviewed yearly and approved by the Committee <p>Honoraria recipients 2020</p> <ul style="list-style-type: none"> • Secretary, Treasurer, IT Manager, Gardener, Lawn Mower, Dealers, Chief Director, House Convenor, Learner Co-ordinator
Responsibility	Treasurer NPCBC
Date:	June 2021