

FCCF External Community Compensation Guidelines

as of June 24, 2024

At FCCF, our organizational values of equity, inclusivity, collaboration, humility, respect, and courage serve as a guide in all aspects of our work. This includes establishing and maintaining equitable operational processes and practices within FCCF and when working with community partners.

One area where we have shifted our approach is our information gathering. To implement more equitable policies and reduce barriers to participation in projects, committees or advisories, we have shifted our conception of “value” as it related to engaging and appropriately compensating individuals for sharing their time, expertise and experience. Each person’s experiences and expertise bring value to the process and pathways to be part of the work need to reflect that belief.

To this end, FCCF is committed to:

- Financially compensating every individual who is asked to share their time, knowledge, skills and/or experience.

FCCF is working the following structure for its compensation* model which we recognized may be updated as needed:

- **Compensating both individuals and organizations:** For participation on advisory panels, individuals will be offered compensation that can be delivered to participant, be sent to their affiliated organization or be sent as a donation to another nonprofit of their choice. Participants may also choose to waive compensation and provide their time, expertise and experience as an in-kind donation to FCCF.
- **Presentation of clear participation thresholds:** Agreements to participate will include a clear understanding of eligibility requirements for receiving compensation. (For example, to receive the full payment, individuals must participate in a minimum of 50% of the meetings.)
- **Providing a range of payment types:** grants, checks (to organizations), gift cards/e-gift cards, gift certificates, etc.
- **Notice of payment schedule:** Agreements may include paying partial compensation up front and the balance at the end of the performance period and according to stated thresholds.
- **Additional expenses covered:** In addition to general compensation, participant agreements will include any additional expense coverage available such as travel stipends for participation in-person meetings or meal stipends. These may include bus passes, gas cards, Lyft/Uber vouchers, food gift cards, scooter/e-bike vouchers, etc.
- **Added value opportunities:** In addition to compensation, certificates of recognition and recommendations (such as LinkedIn) can be provided upon request or at the Project Manager’s discretion.

*Depending on your selected payment type, compensation above \$600.00 requires that individuals complete a W9 and receive a Form 1099 for tax purposes.