

7300P.1 COMPENSATION PROCEDURES:

AMPLIFYING INSTRUCTIONS AND GUIDELINES:

- A. Individuals may serve as Regional Supervisor, Vice- Regional Supervisor, District Commissioner, or Joint- District Commissioner, providing that they:
 - 1. Donate their services while acting within their administrative capacities; and
 - 2. Do not require a club, region, other Pony Club entity, or individual member to pay for their services or make purchases from their businesses; and
 - 3. Encourage a variety of instructors in their club and regional programs; and
 - 4. Avoid and guard against any perception of a conflict of interest.
- B. Members of the Board of Governors, National Officers, Committee Chairpersons and committee members must donate their time and expertise while acting in these capacities.
- C. In keeping with the long standing tradition of, and value placed upon, volunteerism, members of the Board of Governors, National Officers, Committee Chairpersons and committee members should donate their time and expertise whenever possible when acting outside their administrative areas. However, compensation may be negotiated.
- D. The premise that current Participating Members have a responsibility to "give back" to the organization has been the keystone of USPC philosophy since its inception. It is therefore strongly recommended that current Participating Members should not be compensated for services to their own pony club, and whenever feasible not be compensated for services to USPC at the regional or national level. The benefit of volunteer knowledge and expertise, time and mentoring, that is expended individually on Participating Members, can only be repaid in kind.