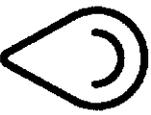




# Stipend Strategy for North Attleborough Volunteer Board Members

KEY CONSIDERATIONS AND STRATEGIES FOR DETERMINING  
APPROPRIATE STIPENDS FOR VOLUNTEER OUR BOARD  
MEMBERS.

# Stipends Proposal for Board Member Volunteers



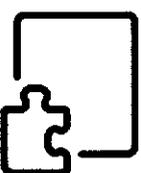
## IMPORTANCE OF OUR BOARD MEMBERS

Current volunteer board members are essential for the success of our Town, they provide invaluable expertise and leadership.



## CHALLENGES OF RETAINING VOLUNTEER BOARD MEMBERS

Lack of financial incentives can make it difficult to maintain consistent board participation and commitment.



## STIPEND AS A POTENTIAL SOLUTION

Offering a modest stipend to board members can help enhance their engagement and ensure long-term involvement.

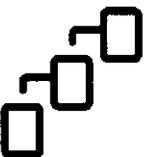


## DETERMINING THE APPROPRIATE STIPEND AMOUNT

Carefully consider factors such as budget, industry standards, and the value of board member contributions.

**IMPLEMENTING A WELL-DESIGNED STIPEND STRATEGY CAN HELP ORGANIZATIONS RETAIN DEDICATED VOLUNTEER BOARD MEMBERS AND IMPROVE OVERALL GOVERNANCE AND EFFECTIVENESS.**

# Overview



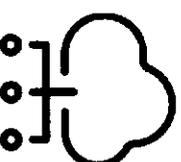
## CURRENT VOLUNTEER STRUCTURE

Currently composed of Boards, Committees, and Commissions that are filled by 95 volunteers



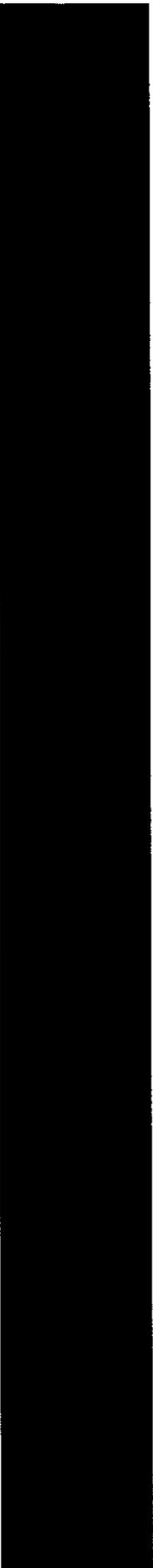
## KEY ROLES OF BOARD MEMBERS

Make critical decisions on a number of essential areas in Town that impact all residents (Assessors, Planning, Health, ZBA)

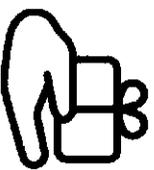


## VOLUNTEER ENGAGEMENT

Today we are fortunate enough to have engaged and committed volunteers in the Town's decision-making processes



# Proposal Considerations



## INTRODUCTION

Set out to examine potential stipends for Town volunteer boards, committees, and commissions.



## GOALS OF THE STIPEND STRATEGY

The stipend proposal aims to enhance engagement and participation



## PROPOSED STIPEND STRUCTURE

Examine all possibilities for recognition, payment, or benefits

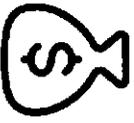


## BENEFITS TO VOLUNTEER BOARD MEMBERS

Increased motivation, recognition, and interest in volunteering for these positions

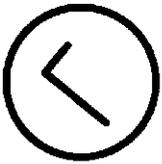
**THE STIPEND PROPOSAL AIMS TO ENHANCE THE ENGAGEMENT AND PARTICIPATION OF THE VOLUNTEER BOARD MEMBERS WHILE PROVIDING FAIR AND EQUITABLE COMPENSATION FOR THEIR VALUABLE CONTRIBUTIONS.**

# Stipend Details



## PAYMENT PER MEETING

Members are paid \$50 for each meeting they attend



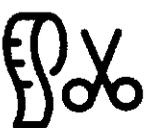
## PAYMENT CONDITIONS

Members are only paid for the meetings they actually attend, not for missed meetings



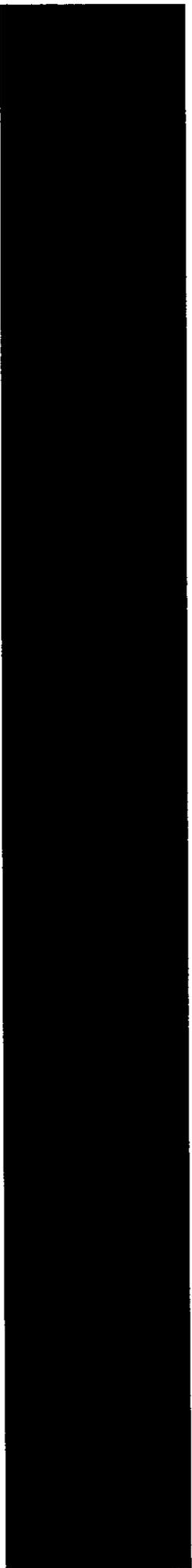
## COMPENSATION CAP

Annual payment is capped at the maximum number of meetings held per year



## ANNUAL PAYMENT STRUCTURE

Payments are made on an annual basis based on the number of meetings attended



# Administrative Procedures



## **ATTENDANCE TRACKING THROUGH MEETING MINUTES**

Maintain records of member attendance at each board meeting to ensure active participation and quorum requirements.



## **ANNUAL REPORT BY THE CHAIR**

The board chair summarizes key actions, topics discussed, and issues covered throughout the year in an annual report.



## **NUMBER OF MEETINGS HELD**

Track the total number of board meetings conducted during the year to monitor engagement and performance.



## **ROLE OF THE TOWN MANAGER IN PROCESSING PAYMENTS**

The Town Manager's office is responsible for processing any financial payments or reimbursements related to the board's activities.



# Benefits of the Stipend Program



## **INCREASED PARTICIPATION**

The stipend program is expected to encourage more board members to actively attend and participate in meetings, leading to better representation and decision-making.



## **IMPROVED ATTENDANCE**

The financial incentive provided by the stipend program is anticipated to enhance board members' commitment and motivation to attend scheduled meetings, ensuring consistent and reliable participation.



## **HEIGHTENED ENGAGEMENT**

The stipend program is anticipated to foster a greater sense of investment and involvement among board members, leading to more engaged and productive discussions during meetings.

# Challenges and Considerations



## **BALANCING LIMITED FUNDS**

Ensuring fair compensation while working within tight budget constraints and organizational priorities.



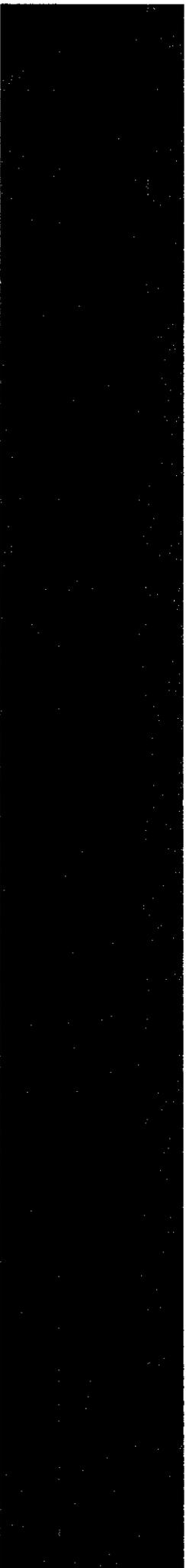
## **SETTING PRECEDENTS**

Determining appropriate levels of volunteer compensation without over-committing or creating expectations.



## **EQUITY CONSIDERATIONS**

Ensuring that volunteer compensation is equitable and does not create imbalances or resentment among board members.



# Conclusion and Next Steps



## SUMMARY OF THE PROPOSAL

Establish a per-meeting basis, outline requirements and expectations for each board



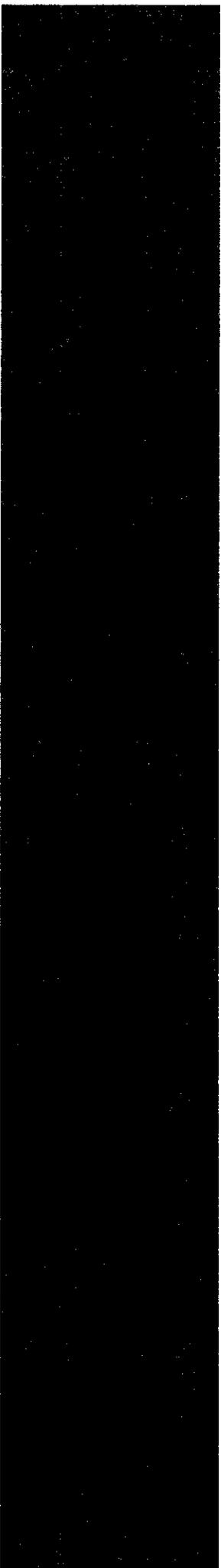
## DISCUSSION POINTS FOR NEXT MEETING

Budget inclusion in FY26, option to establish a fixed costs or per meeting cost.



## TIMELINE FOR IMPLEMENTATION

FY25 Budget from Salary Reserve or FY25 Free Cash with Payments in July of 2025



Stipends proposal for all appointed boards is established at \$50 per meeting

Board/Commission-Committee	Meeting Frequency	Number of Meetings	x Rate	Individual	Board Members	Annual Board	Cummulative
				Total	Total	Total	Total
Assessors	Weekly	48	50	2,400	3	\$7,200	\$7,200
Health	Bi-Monthly	24	50	1,200	3	\$3,600	\$10,800
Library Trustees	Monthly	12	50	600	7	\$4,300	\$15,100
Veterans	Monthly	12	50	600	7	\$4,300	\$19,400
Cable Advisory	Quarterly	4	50	200	2	\$400	\$19,800
Charter Review	Annually	1	200	200	5	\$1,000	\$20,800
Conservation Commission	Bi-Monthly	24	50	1,200	7	\$8,400	\$29,200
Commission on Disabilities	Monthly	12	50	600	8	\$4,800	\$34,000
Council on Aging	Monthly	12	50	600	7	\$4,300	\$38,300
Cultural Council	Monthly	12	50	600	11	\$6,600	\$44,900
Historical	Monthly	12	50	600	6	\$3,600	\$48,500
Licensing Board	Bi-Monthly	24	50	1,200	5	\$6,000	\$54,500
Municipal Building Committee	Monthly	12	50	600	7	\$4,300	\$58,800
Planning Board	Bi-Monthly	24	50	1,200	6	\$7,200	\$66,000
Town Forest Committee	Quarterly	4	50	200	3	\$600	\$66,600
ZBA	Monthly	12	50	600	8	\$4,800	\$71,400