

**UNITED STATES PONY CLUBS  
POLICY STATEMENT**

**SUBJECT:** COMPENSATION  
**POLICY NO:** 0720

**EFFECTIVE DATE:** 09/19/93  
**REVISED:** 2/01/03

**I. PHILOSOPHY:**

In order to emphasize the premise that The United States Pony Clubs, Inc. is essentially a volunteer organization, and in order to affirm the concept that professionals are important to the success of USPC's programs because of their knowledge and expertise, the Board of Governors believes that a policy on compensation is necessary.

**II. POLICY STATEMENT:**

The policy of the Board of Governors is that individuals may be compensated for a service performed for Pony Club, such as instruction, examining, or officiating.

**III. 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 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 members should donate their time and expertise whenever possible when acting outside their administrative areas. However, compensation may be negotiated.

- D. It is strongly recommended that current Participating Members should not be compensated for services to USPC at the club, regional or national level. The premise that current Members have a responsibility to "give back" to the organization has been the keystone of USPC philosophy since its inception. The benefit of volunteer knowledge and expertise, time and mentoring, that is expended individually on Participating Members can only be repaid in kind.

IV. **DELEGATION OF AUTHORITY:**

- A. The District Commissioner and Regional Supervisor shall have responsibility for this policy at the local and regional levels.
- B. The Council Committee Chairpersons and the appropriate Vice Presidents shall have the responsibility for this policy at the national level.
- C. The Board of Governors and the President shall have oversight of this policy.

V. **ENACTMENT:**

Established: \_\_\_\_\_ Date: 2/01/03  
Board President