

DOCUMENT I

Orange Coast Region – Porsche Club of America

Compensation for Volunteer Activities Guidelines

The following are guidelines for Compensation for Volunteer Activities (Comping) within the Orange Coast Region of the Porsche Club of America (“OCRPCA”). These are developed to address requests that arise from time to time and to provide a consistent approach within the region.

Considerations:

- The OCRPCA is an organization that relies on volunteer efforts
- Volunteers expend considerable time and effort to assist the club in presenting a varied program of activities for the membership
- Volunteers must have a desire to volunteer for the good of the club without an expectation of any reimbursement
- Comping for any volunteer work performed has the potential to result in an expectation of compensation for all volunteer work performed

Guidelines:

- There will be no Comping of volunteers within the club of for any event costs or other personal expenses incurred to participate in events except for expenses incurred while representing the Orange Coast Region of the PCA on official club business. Notification of the intent to incur expenses must be provided to the OCRPCA Board of Directors prior to the event
- The Board of Directors will, at its discretion, review extraordinary expenses that a volunteer may incur and decide on whether or not these will be reimbursed. A Volunteer may also request such a review by the Board of Directors
- No club member will make commitments regarding comping to any volunteer without the express consent of the Board of Directors
- Event entry fee exceptions. These are in accordance with the Region Procedures Manual, 2018 edition:
 - Instructors at driving events (Drivers Education, Autocross, Time Trials) may be extended reduced entry fees to ensure sufficient instructors are available for the event – this is at the discretion of the event organizers
 - Future discount coupons for volunteers which are available to all volunteers , as authorized by the Board of Directors
 - Free Entry Certificates used as door prizes or auctions that are available to all members / entrants, as authorized by the Board of Directors