

## **Honorarium Policy**

If La Bikery has funding for a task requiring a specific expertise and considerable engagement, La Bikery will respect the following procedures:

- The board of directors will predetermine the duration, the amount and distribution of the honorarium and define clear expectations and required skills of the applicant.
- The board of directors will post a detailed description to its members on its website, social media pages, and/or through its email distribution for a period of a minimum of two weeks before following with interview process.
- Priority will be given to the members.
- A contract will be signed by both parties including procedures in case of termination or breach of contract.

### **Conflict of Interest**

A board member must declare a conflict of interest, and not take part in the decision taken by the board on that matter. In practice, this means that a board member who has a conflict of interest leaves the board (or committee) meeting during the entire discussion and vote on that matter, and this is recorded in the minutes.

