

# COMPENSATION POLICY FOR HOMELESSNESS RESPONSE SYSTEM GOVERNANCE

## **Background**

To most effectively serve the community and fulfil our shared mission of ending and preventing all forms of homelessness and housing instability in Austin / Travis County, we must share power with people with lived experience of homelessness. It is imperative to impart genuine decision-making authority with people who are currently or have previously experienced homelessness.

Furthermore, to create the necessary opportunities for people with lived experience to participate in meaningful leadership activities within the Homelessness Response System's governance, we must appropriately provide them with equitable compensation reflective of the critical work they undertake. Compensation for people with lived experience has been established as an essential component of our system's governance and shall be prescribed through this policy and the governance charter. This Compensation Policy provides the foundation for consistent and equitable compensation for the vital expertise those with lived experience of homelessness provide to build a functioning and effective governance structure for the Homelessness Response System.

This Compensation Policy applies to people who participate in the Homelessness Response System governance structure under Leadership Council and have lived experience of homelessness. Participation includes committees, subcommittees, permanent and *ad hoc* workgroups, and all onboarding and training activities involved in any covered governance work.

## **Eligibility**

Compensation for governance participation is limited to people who have lived experience of homelessness. In addition, the following eligibility criteria is required for being compensated in governance:

1. All seated voting members must complete onboarding prior to first payment. The onboarding process will include training, completion of governance documentation including application, code of conduct, conflict of interest, and contact forms.
2. Completion of forms issued by The Other Ones Foundation (TOOF) including the Payment Enrollment form.
3. An individual must be seated as a voting member of Leadership Council, committees and/or workgroups. Compensation will not be paid to non-voting members who attend meetings.

## **Terms & Conditions**

There are maximum thresholds set for the number of paid participants per committee and workgroup, as well as the maximum number of committees and workgroups any individual may be compensated for their participation.

- There is a limit of 3 participants with lived experience who will be paid per committee at any given time.

- There is a limit of 3 participants with lived experience who will be paid per workgroup at any given time.
- There is a limit of 5 participants with lived experience who will be paid per Leadership Council at any given time.
- Any individual with lived experience is limited to being paid for their participation in up to 3 groups in governance (any combination of committees, workgroups, Leadership Council). Participation in any additional groups is welcome but cannot be compensated beyond the 3-group limit.

Participants with lived experience are considered independent contractors for their time and effort in the HRS Governance System.

- Payments will be distributed through a contract with The Other Ones Foundation (TOOF) on a monthly basis and will be issued as soon as the month's payment schedule is received from ECHO, on or before the 15th of the month.
- TOOF has made various payment options available to accommodate all participants. Those compensated under this policy must notify TOOF of their ACH information or if a Cash payment would be preferable, by emailing [accounting@toofound.org](mailto:accounting@toofound.org).
- Participants will need to provide a signed, dated and filled out form W9 to TOOF prior to the first payment being initiated (see Eligibility).
- Participants will receive a 1099 form and will be responsible for reporting their income to the IRS.

### **Rates**

- \$80 for initial onboarding and training
- \$400/month for Leadership Councilmembers
- \$160/month for Committee/Workgroup member
- \$240/month for Committee co-chair or Workgroup lead

Anyone covered under this policy must opt-in to receive payment via the Compensation Policy Opt-In Form found on the ECHO website on the "Leadership Council" page. Because financial need can change, eligible governance members may opt-in at any time. If any governance member chooses to opt-out of the Compensation Policy, they must notify the Governance Manager. Anyone who opts-out may opt-in at any time.