



Gemma's Hope

Volunteer Recognition Program

Purpose:

To recognize consistent volunteer engagement on our “Teams” through a small monthly appreciation award, not compensation for output.

Important compliance note:

- This is not pay-for-performance
- It is a flat appreciation award for active participation
- Awards are not tied to grant size, funds raised, or event revenue

Monthly Recognition Amount:

- \$10 monthly appreciation awarded to one “active” volunteer per month
- Eligible volunteers are entered into a random drawing once per month if they meet “active” criteria.
- 2-month cooldown rule: no one volunteer can be awarded two months in a row.
- “Active” is defined as: Participating in at least one Gemma's Hope volunteer activity during the month, whether in-person or online.
- This form must be signed & returned prior to the monthly drawing.

Compliance & Intent Integrity:

To stay aligned with nonprofit best practices:

- This is a gratitude-based recognition program
- It is not tied to revenue, grants awarded, or funds raised
- It is not a wage, stipend, or contract payment
- It is not guaranteed compensation for work performed

(Aligned with general nonprofit fundraising ethics guidance from organizations such as the Association of Fundraising Professionals and IRS nonprofit standards from the Internal Revenue Service regarding reasonable, non-contingent compensation structures.)

Signature of Volunteer

Printed Name

Date

 704.659.4957

 www.gemmas-hope.com

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