

Permanently tabled due to BOD decision – not needed.

Honorariums for Program Speakers and Presenters

- 1) **Background:** APS has supplied Honorariums in the past to Speakers/Presenters who were not members of the Society (outside resources of information), but not members. Members were not likely supplied Honorariums for speaker/presenter work in the past due to wording in the organizations Bylaws.

Below is Section 3 of Article III-Purposes and Powers which addresses compensation. Bold text in this section provides for compensation under certain circumstances (furtherance of the corporation's purposes as described herein.)

Section 3. No part of the net earnings of the corporation shall inure to the benefit of, or be distributed to any member, Director or Officer, **except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the corporation's purposes as described herein.**

- 2) **Currently:** The President (Nate Bremer) has proposed providing speakers/presenters, no matter their membership status, with an Honorarium for their work. As APS has begun to work with remote/online education due to recent Pandemic issues, as well as a new cultural changes in consumption/participation of educational content, the president recommends compensating speakers/presenters. Additionally, those members/non-members presenting to a live in-person audiences be compensated in the same way (with Honorarium).
- 3) **Reasons for the Honorariums:**
- a. Respect and Appreciation by APS for speaker/presenter's expertise
 - b. Dispersal of information to members and public which meets our mission/purpose (this meets Bylaws requirements)
 - c. Recognition of time, effort and materials required to create a presentation

4) **Motion:**

The American Peony Society will supply Speakers/Presenters with an Honorarium of up to \$200.00 per program provided to membership and the public (requires both audiences), upon completion. The program must support the mission/purpose of APS (see Article III; Section 1 of Bylaws). Honorarium approval for each speaker/presenter program is to be approved by a majority of BOD members before dispersal of funds from the APS Treasurer. Any speaker's/presenter's program must be recorded to meet auditing record keeping to be considered for an Honorarium. Recorded programs become property of APS and may be used as determined by the BOD for future use. Funding for Honorarium's will be paid from the Speaker's Bureau Fund (**this may need to be created**). Not included for Honorariums: Any non-public program (membership only programs are not eligible).

Hi all,

Thinking over the question of a speaker's fee more, I think this opens up a whole can of worms and maybe for no good reason. Folks who are presenting have already offered to do this without any expectation of payment. At the present time, we are not paying any of our members anything for what they do for the society. If we start to pay speakers, what about those who write articles, keep our books, edit the bulletin, keep track of membership, host a garden tour, etc. etc.??? Some of these functions, many of which take a lot of donated time, also create an expense for the volunteer. Am thinking of travel expenses associated with attending a convention in order to speak at that meeting or the cost of prepping a garden for a tour or providing the expected treats. But in this case, the virtual speakers will not have any travel expenses, only their time to prepare and present (which may be considerable as anyone who's developed a program knows).

For myself, thank you notes go a long way in making me feel rewarded for giving a presentation or hosting a tour, and it is my experience that we get/send very few of those! And for those who have businesses (thinking of the three people we've lined up for the virtual talks so far, all with businesses) it is a form of publicity, a very good one in fact as it is such a targeted audience.

So, after waffling, I would vote "no" to speaker's fees.

Lois

On Wed, Mar 17, 2021 at 10:42 AM Nathaniel Bremer <solaris@solarisfarms.com> wrote:

Thanks everyone for weighing in! Great information and very thoughtful responses to "Bylaws, record keeping, auditing and internal treatments". This proves that whenever money becomes involved things become complicated!

Jordan Kabat is able to do video editing for the society as a volunteer, so we should be able to clean up videos somewhat. However, as Lois notes these may never be of a quality which APS may want to promote or display. We can keep them for record keeping and to make sure bylaws and other expectations are met.

I'll put together a motion for the BOD meeting concerning this and we can work on it (or not) from there.

Nate Bremer
Solaris Farms
7510 Pinesva Road
Reedsville, WI 54230

On Wed, Mar 17, 2021 at 8:54 AM David Michener <michener@umich.edu> wrote:
David & Board: Thanks for bringing this up. The way I read this, making a recorded presentation (thus proof the activity happened) fits "services rendered ... in furtherance of the corporation's purposes".

1. Important to follow our own Bylaws!

2. Audit trails are important - the proposed recording stands as proof of service rendered (you would not believe what people try to pull off over time - maybe you would! It would be far too easy to send payments for non-existent seminars if we didn't have an ethical Treasurer. I've interacted with fraud/audit folk for other contexts (not my unit!) and wow - smart people can be concurrently so smart and so stupid!)

3. I'm not concerned with an IRS audit. I'm concerned with internal issues. One of the local plant society chapters of a national organization we interact with over the years is in court here because the Treasurer didn't like the new Board and GAVE THE ENTIRE BANK AND SAVINGS ACCOUNT BALANCES to the Huron Valley Humane Society. Took them decades to build up those many thousands. Court ruled it was in her power under their processes as written. Talk about bad blood. And a long-established chapter having to Start From Zero due to "internal arson out of anger". So in our case having a recording would stop that kind of nonsense of an 'open drain' for a future APS Board.

4 I AGREE WITH LOIS that most raw recordings are pretty much Amateur Hour. We could ask for a volunteer to edit, or even have a slight payment to a member to edit. This would make our APS-sponsored on-line videos higher quality, and over time, quality counts.

Best, D.

PS: Now you know why I also account reconciliations here at UM. This is for what? Why is a cash reimbursement involved? Never dull.

Dr. David C. Michener, Curator
University of Michigan Matthaei Botanical Gardens & Nichols
Arboretum: mbgna.umich.edu
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The University of Michigan was funded by and founded on Anishinaabeg (including Odawa, Ojibwe, and Boodewadomi) and Wyandot lands ceded in coercive historical treaties. We acknowledge that our university stands, like almost all property in the United States, on lands obtained through the dispossession of indigenous peoples. These lands continue to be the homelands of many indigenous peoples. Our obligations to these communities originated in Article XVI of the 1817 treaty which stipulated that their children hereafter would be educated in their homeland. We affirm and preserve indigenous sovereignty. We will work to hold U-M more accountable in sustaining

mutually beneficial partnerships with indigenous peoples, communities, and nations that recognize and fulfill their aspirations.

On Tue, Mar 16, 2021 at 7:11 PM David Sorrentino <dgsorrentino@gmail.com> wrote:
Kris was saying that we never paid an APS member before because of the following section in the Bylaws under Article III:

Section 3. No part of the net earnings of the corporation shall inure to the benefit of, or be distributed to any member, Director or Officer, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the corporation's purposes as described herein.

I am not sure that being paid a speaker fee while being a member violates this section but this is what some interpreted in the past. The details of a Honorarium budget have to be carefully worded and implemented to avoid conflicts of interest.

David Sorrentino

From: [Cory Tischman](mailto:Cory.Tischman)

Sent: Tuesday, March 16, 2021 2:52 PM

To: k.jurik@yahoo.com

Cc: [Adriana Feng](mailto:Adriana.Feng); [Brandie Orchard](mailto:Brandie.Orchard); [Craig Aiken](mailto:Craig.Aiken); [David Maltby](mailto:David.Maltby); [David Michener](mailto:David.Michener); [David Sorrentino](mailto:David.Sorrentino); [Jill Stevens](mailto:Jill.Stevens); [Joe & Hazel Cook](mailto:Joe.&Hazel.Cook); [Kent Tretheway](mailto:Kent.Tretheway); [Kimberly Bremer](mailto:Kimberly.Bremer); [Leena Liljestrand](mailto:Leena.Liljestrand); [Linette Sorrentino](mailto:Linette.Sorrentino); [Lois Girton](mailto:Lois.Girton); [Mary Muellner](mailto:Mary.Muellner); [Mike Miller](mailto:Mike.Miller); [Nate Bremer](mailto:Nate.Bremer); [Nathaniel Bremer](mailto:Nathaniel.Bremer); [Piet Wierstra](mailto:Piet.Wierstra); [Reiner Jakubowski](mailto:Reiner.Jakubowski); [Scott Parker](mailto:Scott.Parker); [Steve Smith](mailto:Steve.Smith)

Subject: Re: APS Virtual Convention

I think it makes sense to compensate people for their time if they are putting together a presentation, PowerPoint, etc. regardless if they are a member or not. We have the resources to do so without it hurting us. And I agree, if we can make an honorarium budget ahead of time things will go more smoothly. Sometimes there are growing pains when it comes to making changes, and I'm glad as a board we feel comfortable discussing stuff like this :)

-Cory

On Tue, Mar 16, 2021 at 4:40 PM k.jurik@yahoo.com <k.jurik@yahoo.com> wrote:
3 speakers @ \$200 - fine. We can build in speaker fees into our future budgets. In the past, we have never paid a member of APS to speak at one of our own affairs.

Kris

cell: (515)231-3651

On Tuesday, March 16, 2021, 4:17:43 PM CDT, Cory Tischman <cdtischman@gmail.com> wrote:

I'm not sure if I understand the need for honorariums to come out of the registration fees. The APS is not hurting for money unless I'm missing something. I feel like we hoard all of this money when the point is to spend it to attract and educate members and the public. What are we going to do with all the money that we have? Is there a reason we have this much? If there is a point, I might have missed it. That's my two cents.

-Cory

On Tue, Mar 16, 2021 at 4:01 PM k.jurik@yahoo.com <k.jurik@yahoo.com> wrote:
Honoraria for speakers should be paid from the registration fees.

Kris

cell: (515)231-3651

On Tuesday, March 16, 2021, 1:43:24 PM CDT, Linette Sorrentino <dakotahgirl@broadband-mn.com> wrote:

Dear Nate,

Would the honorariums come out of a special "Speakers Budget" or be considered part of the Convention fees? If honorariums come out of the convention fee, that would raise the convention registration fees.

While it would be nice to pay the honorariums, I am holding off voting until further budget clarification.

Thanks Nate!

Linette

From: Nathaniel Bremer [mailto:solaris@solarisfarms.com]
Sent: Tuesday, March 16, 2021 8:23 AM

To: Adriana Feng; Brandie Orchard; Cory Tischman; Craig Aiken; David Maltby; David Michener; David Sorrentino; Jill Stevens; Joe & Hazel Cook; Kent Tretheway; Kimberly Bremer; Kris Jurik; Leena Liljestrand; Linette Sorrentino; Lois Girton; Mary Muellner; Mike Miller; Nate Bremer; Piet Wierstra; Reiner Jakubowski; Scott Parker; Steve Smith
Subject: APS Virtual Convention

Dear BOD,

We've been working feverishly on the Virtual Convention (alternative this year to live convention) and are making good progress. The theme title is "IF PEONIES WERE WISHES". The convention has no set time frame and activities will take place throughout May, June, July, August and early September. Working with this broad time frame allows for members flexibility as well as those who are producing content.

We are basically planning for the following main offerings to membership:

- 1) Seminars and other Zoom meetings
- 2) Video of member gardens and fields
- 3) Annual General Membership Meeting via Zoom
- 4) Virtual Peony Show/Contest (this is a big one and is looking promising)
- 5) Spring-Summer Auctria Auction
- 6) Member garden self drive to location tours

At this time we are pulling together multiple threads, contacting resources, organizing web pages and formulating informational documents. I'll be sending out links, plans and documents as things are more finalized.

ONE QUESTION: HOW DOES THE BOD FEEL ABOUT SUPPLYING A \$200.00 HONORARIUM TO OUR ZOOM SEMINAR SPEAKERS/PRESENTERS? Kris Jurik noted that we have not supplied any kind of honorarium to APS Member presenters in the past. While it is wonderful that our Members have given so freely in the past, I believe they should be recognized through an honorarium for their extra time, efforts and expertise in the production of a program for the entire Membership/Public. This would not apply to Q&A sessions, meetings or panels- only for prepared program presentations. PLEASE LET ME KNOW YOUR THOUGHTS AS SOON AS POSSIBLE.

If you have questions about the convention or would like to become involved in any area, please let me know - I'm the organizing "lightening rod".

All the best,

Nate Bremer

Solaris Farms

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[Reedsville, WI 54230](#)