



Kôr Community Land Trust Equitable Board Member Reimbursement Program

To accomplish the important work that Kôr Community Land Trust (CLT) does; in a manner that supports diversity, equity and inclusion; we actively search out and fill our board seats with at least 1/3 individuals who are representative of under-served or historically marginalized population(s) in Central Oregon - the Latino community and other communities of color, seniors, single women heads of household, the disabled, and low-income individuals. It is Kôr's goal to equate the power of the voice that the populations we serve have in our homeownership program.

A significant barrier for CLT homeowners, and representatives of the populations that CLT's serve, in being able to serve on the board of directors is the financial burden. This barrier increases for executive roles – making it nearly impossible for low-income individuals to occupy them. Costs can include childcare, transportation, available technology, and time away from paid work. In an effort to recruit and retain homeowner board members and representatives of the populations that CLT's serve, Kôr proposes to reimburse board members who make less than 80% of the area median income (AMI) for costs incurred as a result of working on board matters.

Board members who make less than 80% of the AMI in their county of residence are eligible to be reimbursed for expenses incurred as a result of board service. A board member may provide proof of approved expenses up to \$75/month for reimbursement. An executive board member (Chair, Vice-chair, Treasurer, & Secretary) may provide proof of approved expenses up to \$100/month for reimbursement. Approved expenses include lost wages, paid care of another dependent individual (child, elderly, or disabled), transport costs, and technology related expenses that are incurred as a result of board service*.

The Equitable Board Member Reimbursement Program is funded by foundations and donors. These funds are available to qualifying board members only when funds exist in the program and are available on a first come first serve basis. Board members who would like to be considered for the reimbursement program must submit proof of income as defined under the Section 8 Housing Assistance Payments Program (24 CFR 5.609) upon applying for the program, and at the beginning of each fiscal year.

A board member's participation in this program is confidential between senior staff, the board chair, and the board member. Any information shared about a board member's participation will be at their discretion.

* All expenses must be approved by Kôr's Executive Director prior to submitting them for reimbursement. Additional expenses that are not listed above will be reviewed on a case-to-case basis.