

CONIFA “Payroll” Guidelines – A Proposal

1st Phase: CONIFA has funds of less than 10,000 Euro annually

In this phase, where CONIFA has little funds to distribute to its workforce, all board members should only get access to funds as a reimbursement for conducted work.

Only those, who work on **measurable** outcomes and who carry most, if not all, the **responsibilities** for CONIFA shall be reimbursed in this phase.

Proposal:

- Reimburse those who lead an **active** working group for a current project, like planning a CONIFA tournament, planning an AGM, etc.
 - *Example of earlier Working groups and their “lead figures”:*
 - WFC 2014 – Per-Anders Blind*
 - EFC 2015 – Kristof Wenczel and Malcolm Blackburn*
 - WFC 2016 – Dimitri Pagava*
 - EFC 2017 – Orcun Kamali*
 - WFC 2018 – Paul Watson*
 - AGM 2014, 2015 and 2018 – Sascha Düerkop*
 - AGM 2016 and 2017 – Alberto Rischio*
- Being the (reimbursed) lead figure of a project comes with the responsibility for the relevant project. The “Key Account Manager” gets “Product Owner” of the event/project.
- Project leaders are reimbursed for a clearly defined time period on a monthly basis
 - *Example: Per-Anders Blind receives 500 Euro for 1 year to plan the WFC 2014 – from June 2013 to June 2014.*

2nd Phase: CONIFA has funds of 10,000-50,000 Euro annually

In this phase, where CONIFA has slightly more funds for possible reimbursements, I would keep the system from the first phase, but slightly adjust the monthly reimbursement amount stepwise.

Proposal:

- As 1st Phase, but, depending on the available funds, reimbursement between 1000 and 1500 Euro monthly.

3rd Phase: CONIFA has funds of 50,000-300,000 Euro annually

In addition to the reimbursements of the 2nd phase, those who have a steady responsibility for the operations of CONIFA global should get a fixed monthly wage of 1,000 to 2,500 Euro, depending on the availability of funds. Simultaneously, the reimbursements from the 1st and 2nd phase should be further lifted to the same amount.

Proposal:

- CONIFA president, both vice-presidents and the general secretary receive a monthly wage of 1,000 to 2,500 Euro, depending on the available funds
- CONIFA project leaders receive a monthly reimbursement of the same amount.

4th Phase: CONIFA has funds exceeding 300,000 Euro annually

In this phase, all CONIFA Executive Committee members should get a fixed monthly wage that allows them to be fully employed for CONIFA. Additionally, Continental Board members and CONIFA managers outside the Executive Committee should get access to reimbursement on the principle defined in the earlier stages (clear **responsibilities** and **measurable** success)