FAMILY VISIONS INCORPORATED
POLICY AND PROCEDURE MANUAL

<table>
<tr><td rowspan="2">POLICY:

REMUNERATION OF BOARD MEMBERS</td><td></td><td>POLICY NO: GOV-003</td></tr>
<tr><td>DATE ISSUED:
February 16, 2022</td><td>PREVIOUS POLICY DATE/NAME:
N/A</td></tr>
<tr><td></td><td></td><td>RELATED DOCUMENTS:</td></tr>
<tr><td>APPROVED BY:
Board of Directors</td><td colspan="2">DISTRIBUTION
Board Policy</td></tr>
</table>

Members of Family Vision Board are tasked with legal obligations as fiduciaries to ensure the assets serve the agency mission and ultimately benefit the Supported Individuals in the care of Family Visions. Board members provide policy oversight and often visionary leadership, while cheerleading for Family Vision mission with donors, potential donors, other volunteers, and policy makers. The expectation is that that they do all this as volunteers.

The Family Visions Inc. Board of Directors shall receive no remuneration for acting as such and no Director shall directly or indirectly profit from his/her position.

Directors may receive reasonable compensation for expenses incurred by them in the normal course of their board work, based upon the Agency's policies and with preauthorization from the Board Chairperson or Executive Director.