

1A and 4ABCEFG

Trystan Foundation currently does not compensate any officer, director, trustee, or contractor. We operate as an all volunteer organization and wish to remain as such. It is possible in the future for the need to arise to have a small number of employees or interns to execute some specialized activity. In that possible scenario, reasonable wages will be determined and the method by which they were determined will be recorded including those involved in making the decision on the wage. A conflict of interest policy will be included in the wage determination process along with any other conflict of interest potential scenarios. Similar wages from other businesses will be a consideration along with fair wage for that job duty. Experience of the candidate and education will also be considerations. There is the possibility to also offer some intern positions for college credit according to the particular university guidelines. It is the long-term goal of the foundation to remain all volunteer. Travel reimbursements are expected to be enough to cover the costs incurred for given projects requiring travel. The hope is that each volunteer believes and enjoys their volunteering activities enough for travel reimbursements to be enough.

2ABC

Currently, a director is closely related to the secretary and CFO biologically. The foundation considers all officers and directors as extended family with one another due to the common causes and goals. As a non-profit, any help is appreciated so we must leverage help from those who want to support the goals of the non-profit whether they be family, friends, or more distant. Business relationships include some officers related to other businesses which actively donate to the foundation.