**PAC-Tri Benefits in Kind**

**INTRO**

This policy has been generated at the request of members to ensure there is transparency when trips/events are organised for the club by club members.

**Accounting for Benefits in kind for PAC-Tri activities:**

Pac-Tri activities include

1: One that is advertised using PAC Tri social media such as the club email list or Facebook page.

2: Committee activities planned for members such as meetings or social events.

3: Holidays, trips or events that involve club members where the event is primarily for club members.

All benefits in kind shall be transparent and accounted for. Any event being organised for club members where benefits in kind could be offered, must be communicated with the members taking part. The value of the benefit should be shared with those taking part in the first instance, or in exceptional circumstances where the value cannot be defined or shared, it can be taken as a benefit in kind so long as those taking part are made aware before they book themselves on the event (for example, a room upgrade).

**Exceptions to this are:**

 a) If an event has been planned outside of the club but not specifically for the club by a club member, and the club Facebook or email account has not been used to organise it but club members have been invited to take part.

b) If an event has been planned by someone outside of the club who has asked permission via the committee to advertise an event or trip using the club Facebook or email account.

**BENEFITS PERMITTED:**

Only small-scale benefits do not need to be shared e.g. coffee and cake for volunteer race timers or a tee shirt for a holiday organiser.

The Committee may, at its discretion, agree to pay a club member as a coach. These payments are between the committee and the individual involved and although will appear in the club accounts, will not ordinarily be shared with club members.