



Palmer Woods Association

P.O. Box 21086, Detroit, MI 48221 · palmerwoods.org

Palmer Woods Association: **Volunteerism**

It is expected that the work of Palmer Woods Association, the fulfillment of its services, and implementation of its related projects and events will be carried out by residents or supporters of Palmer Woods Association on a volunteer basis.

There may be some instances where the Board determines that payment of residents or supporters for service is appropriate. Such instances include projects or responsibilities that require highly specialized skills, expertise or resources, or where the complexity or burden reasonability makes volunteerism unfair or impractical. In these instances, an honorarium or similar form of recognition will be given.

In rare instances where the Board determines it is appropriate to engage professional services at market rate, the Board will issue a Request for Proposal to allow for competitive bidding. Part of this process is to include Board determination of the length, responsibility and cost elements of the contract. Factors for award of contracts may include consideration of residence or relationship to Palmer Woods Association, but that will not be the primary consideration.