

## Family Participation Investment Program

This is a program that is being proposed to be implemented for the purpose of incentivizing and encouraging greater participation among family members. Yes, we all should be motivated to do what we can to preserve our heritage; however, this program is designed for everyone to expect great rewards for their service and contributions.

The goal is for everyone to become involved so that at such time when the farm starts to generate income, profits can be distributed fairly among family members. That is, according to their help and contributions.

### Here is an overview on how the program works:

1. The family will be divided into 4 units that I like to call "PODS." The names of the PODS are as follows: The Alma POD, The Dorothy POD, The Pearlie POD and the Virginia POD. Members of each PODS are aligned with their matriarch.

2. Each time members donate money or provide some type of service activity to benefit the farm, they will be able to earn points. The value of a point is \$1.00.

3. For each month of the year there will be a monthly participation report or MPR (see exhibit A.) This will be for individual PODS to keep track of all their member points. This report will list the names of each member when they donate money or provide a service of some kind. At the end of the year, all the points will be added together for the yearly participation report or YPR (see exhibit B.)

4. At such time, a year, 5 years or 20 years down the road, when the farm began to generate revenue, profits from the revenue can be distributed among family members by percentages. Your share of distribution will be according to your percentage of overall points.

5. Until such time of a profit year, the points will continue to accumulated year to year.

### Exhibit A

#### MONTHLY PARTICIPATION REPORT (MPR)

POD: Virginia Month: October Year: 2024

NAME	DATE	DUES	OTHER CONTRIBUTIONS and/or CREDIT	POINTS REC'D
* Beverly	10-3	\$25.00		25
Glen	10-3	\$25.00		25
Calvin	10-8	\$25.00		25
* Beverly	10-12		Updated website for \$150	150
Lywaine	10-15		Replaced & Purchased tractor blades for \$550	550
Nikki	10-18	\$25.00		25
Brenda	10-18	\$25.00	Made \$600 donation toward tractor purchase	625
Eric	10-22		Cut weeds down with tractor for \$175	175
Corey	10-22		Cut weeds down with tractor for \$175	175
CC	10-23	\$25.00		25
Hillary	10-24		Raked leaves from yard for \$40	40
Vent	10-24	\$25.00		25
Whitney	10-25	\$25.00		25
Little Corey	10-28		Trimmed bush in yard for \$30	30
Shinaya	10-28		Fixed screen door for \$25	25
Tanya	10-29		Painted 2nd bathroom for \$200	200

Participant	Earned Total Pts	Simple math	= Percent of 2,105
Beverly	175	$175 \div 2,105$	8%
Glen	25	$25 \div 2,105$	1%
Calvin	25	$25 \div 2,105$	1%
Lywaine	550	$550 \div 2,105$	26%
Nikki	25	$25 \div 2,105$	1%
Brenda	625	$625 \div 2,105$	30%
Eric	175	$175 \div 2,105$	8%
Corey	175	$175 \div 2,105$	8%
CC	25	$25 \div 2,105$	1%
Hillary	40	$40 \div 2,105$	2%
Vent	25	$25 \div 2,105$	1%
Whitney	25	$25 \div 2,105$	1%
Li'l Corey	30	$30 \div 2,105$	1%
Shinaya	25	$25 \div 2,105$	1%
Tanya	200	$200 \div 2,105$	10%

Exhibit A: In this scenario, Beverly made two contributions on separate days to earn her points. She paid \$25 in dues plus on another day she earned 150 points for updating the website. Her total points came to 175 points, which is 8% of the total points the Virginia POD accumulated that month.