

## **Garden of Eden Indoor Farming Institute Organization, Management, Fiscal Policy**

Garden of Eden Indoor Farming Institute (GOE) is a nonprofit organization based in Washington State. Income to GOE is from grants and donations, which may accompany provision of educational or professional services by GOE to other nonprofits or reimbursements for expenses related to such activities. GOE conforms to the expectations of the state with regard to non-profit organizations as stated in the State's guidelines.

1. Owners: A nonprofit does not have any owners. It is owned by the community with board members serving as its stewards. Assets are held in trust for charitable purposes or purposes that otherwise benefit the community.

GOE has no shareholders or other owners. It is governed by a board of directors serving the interests of the community of other non-profits seeking to implement indoor (hydroponic) gardening projects for the purpose of improving diet, nutrition and local development.

2. Profits: A nonprofit does not share profits with owners or shareholders. Any money left over at the end of the year goes back into furthering the organization's mission.

All surplus income at the end of any given fiscal period is accumulated for further development of the organization. No profits are distributed to any owner or shareholder.

3. Volunteers: Most nonprofits have volunteers. A for-profit is not allowed to have volunteers in accordance with Washington State labor law.

Volunteers include individuals and members of other nonprofits with overlapping goals.

4. Control: Control is disbursed (sic; we think they meant *dispersed*) across a board of directors and staff that ideally represents the diversity of the community. No one person owns or controls a nonprofit. In traditional nonprofit structure, the board of directors hires an executive director to implement strategy and run the operations of the organization, who may in turn manage employees and/or volunteers.

Nonprofit organizations may choose an alternative leadership model that shares leadership, power, and decision-making among staff and board. See CHAPTER 6 for more on alternative leadership models. Meanwhile, a for-profit organization can be owned by one person or a group of people who makes all strategic decisions and has control of the company.

Our board of directors is unpaid, except that GOE may reimburse members for out of pocket expenses incurred on behalf of the organization including per diem expenses. Our Executive Director and staff are paid at market rates to manage the organization and provide services to the other nonprofits served by GOE, supplemented by volunteers as available and as possible given the technical nature of some services. We may from time to time employ third-party providers to deliver services to other organizations we serve.