

Thoughts from Ren Lee re: bereavement policy and facility rental policy – 6.15.26

I read through the bereavement policy and the facility use form.

Bereavement policy thoughts:

- I have some concerns about this policy. Most of the nonprofits I have worked with including my own have moved away from a relationship table model because it doesn't account for non-traditional family structures.
- I love the paid leave part, I would recommend a blanket 3-5 days of paid leave anytime a staff member asks for bereavement leave and any additional days up to 2 weeks would be unpaid. I think we can trust our staff to know when they need to use it and when they shouldn't.
- Having a more flexible bereavement leave policy shows the staff that we trust them and that we care about them as people since we, as a nonprofit, can't provide a competitive salary, it's in the benefits that we can be more generous to show that we care about them and encourage staff retention.

Facility use form:

- Generally speaking, the form itself seems pretty straightforward. I don't have much feedback about the form itself.
- Have we had rental requests from the community?
- I hesitate to offer the space for rental when we don't have running water or flushable toilets for the public to use.