

**Motion Title:**

To approve an ad hoc committee to hire a professional webmaster to maintain the OAF website as a Special Worker at a cap of \$300USD monthly.

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**To Amend:**

The fact that the site needs so much maintenance that volunteers are basically doing unpaid PT job hours to keep it up.

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**Current:**

Currently, a group of dedicated volunteers comprises the Web Committee. At least 2 of those volunteers spend upwards of 5 -7 hours WEEKLY trying to keep the site updated, but not always succeeding because they have jobs & lives.

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**Proposed:**

That OAF VIG approve the formation of an ad hoc committee charged with hiring a professional webmaster to maintain our website, capping the monthly expense at \$300USD monthly, \$50 or so of which would serve as a retainer of the webmaster's services & go toward monthly maintenance of the site.

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**Primary Purpose:**

A Special Worker Webmaster would allow Webteam volunteers to spend way less time on requests from the OAF Fellowship. There are numerous requests weekly. Some members of the team are spending WAY too much time on the website. There is frustration & burnout. Further, the nature of web work is such that not tons of people know how to do it, or feel intimidated to learn. Having a Special Worker Webmaster also insures that the site keeps going, even if we have a small pool of volunteers who can't always hop to when something is needed.

Tradition 8 allows us to hire special workers to accomplish tasks which would remain unfinished if we solely rely on volunteers, & encourages us to pay them fair wages. Special workers make 12th Step work possible, & our website is definitely a 12-Step tool!

If we trust our trusted servants on the Webteam (I do!), we see that the small amount of members working on the site regularly are putting in so much time that their service is not really an avocation. It's basically an unpaid job, which I think is wrong. The amount of requests the Webteam gets easily adds up to about 5+ hours a week for one or more members. IMHO, that's too much to ask anyone to do for free. We're supposed to pay our way in OA.

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**Intent:**

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That a Special Worker Webmaster will be hired to both work with & independently of the OAF Webteam as necessary. Meaning that the Special Worker Webmaster will implement changes requested by OAF VIG, Committees, & Meetings as necessary, & get help from the OAF Webteam as requested, desired, or needed.

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**Rationale:**

To keep the OAF site updated & running without imposing long, unpaid volunteer hours.

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**Implementation:**

1. This motion gets approved.
2. We create an ad hoc committee.
3. The committee decides on the skills necessary for the job & starts the search.
4. The committee interviews folks & hires someone.
5. We start paying that person & have a Special Worker Webmaster!
6. The Special Worker Webmaster liaises with the Webteam or Webteam Chair to determine tasks, etc.

There might be some stuff missing here, but I hope this is comprehensive enough to give an idea of how we can implement this.

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**Cost:**

up to \$300 USD Monthly

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**Time Frame:**

ASAP?

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**Submitted By:**

Juliet H., the Web Team's VIG Pages Person

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**Date:**

7/10/2021

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**Are you willing to commit to six months of service in order to facilitate this motion, if applicable?**

Yes! I am willing!