

Recommendations for Paying Members

Our Structure & Process

Youth advocates are paid employees of with Juvenile Law Center. All youth advocates within the program are compensated for all their time and expertise, including travel and other related expenses.

In Juvenile Law Center's Youth Advocacy Program, the program members-including current members and alumni - are hired as independent contractors. All youth advocates receive a 1099 form when they begin the program. Youth Advocacy Program staff review all forms, including the 1099 form with the youth advocates and answer any questions where necessary. Youth advocates must complete this form to receive payment and compensation and have the option of receiving paper checks OR direct deposit. Youth advocates are paid bi-monthly and are notified in advance of the pay period cycle. Hourly rates for Youth Advocates are based on and set by the number of years they have participated in the program and are subject to change depending on statewide minimum wage and inflation changes. Youth advocates are paid differently when they participate in speaking engagements. Youth receive higher stipend consulting rates for speaking engagements.

You May Want to

- Develop a regular pay schedule to provide consistency for participating members
- Offer payment options that include both direct deposit and paper checks.
- Exclude the use of gift cards because they are not universally accepted and do not reflect the* professional nature of the work
- Adjust hourly rates to reflect years of experience and state cost of living
- Recognize and account for the independent work that young leaders complete outside of regular meetings when they are completing tasks and preparing.
- Pay young leaders for the entirety of the scheduled meeting or presentation time even if the event or presentation concludes early or begins late or is cancelled.

Please note:

If you would like specific direction and recommendations from Youth Advocacy Staff to develop a pay scale for your program, please reach out to set up a consultation meeting.