

## **Policy for Board Approval of Compensation**

The Executive Director of Amigos for Christ is the principal representative of Amigos for Christ, and the person responsible for the efficient operation of the Nonprofit. Therefore, it is the desire of the Nonprofit to provide a fair yet reasonable and not excessive compensation for the Executive Director.

The annual process for determining compensation is as follows: The Nonprofit shall annually evaluate the Executive Director on his/her performance, and ask for his/her input on matters of performance and compensation.

## **Board Approval and Concurrent Documentation**

The executive committee obtained research and information to make a recommendation to the full board for the compensation (salary and benefits) of the Executive Director based on a review of comparability data. The data used was salary and benefit compensation information obtained from the IRS Form 990 filings of similar organizations (see below).

Palestine Children's Relief Fund (OH)  
CEO \$92,386 (7.13%)  
Fonzoke USA (DC)  
Exec Director \$92,667 (2.28%)  
St. Boniface Haiti Foundation (MA)  
Pres/CEO \$60,000 (1.59%)  
Beyond Borders (PA)  
Gen' Coordinator \$46,667 (1.47%)  
President \$1,500 (.04%)  
Camfed (CA)  
Director \$106,801 (2.29%)  
Amigos for Christ  
Director \$62,000 (3.69%)

Dr. Sue LaFave, President; Jim Tapp, Vice President; Amy Metzger, Secretary, and Mike Ryder, Board Counsel were in attendance of the discussion of the above documentation. Mike Ryder made a motion that we accept the currently proposed salary (see above) to include matching 401K contributions as well as medical benefits. Jim Tapp seconded the motion that then passed unanimously.

**Date approved by Board of Directors: March 29, 2012**