



## Policy for Board Approval of Compensation

The Executive Director of Friends In Action International (FIAI) is the principal representative of Friends In Action, Intl., and the person responsible for the efficient operation of the Nonprofit. Therefore, it is the desire of the Nonprofit to allow 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

Research and information were obtained to make a recommendation to the board for the range of 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) and Charity Navigator's most recent Compensation Study ([https://www.charitynavigator.org/docs/2014\\_CEO\\_Compensation\\_Study.pdf](https://www.charitynavigator.org/docs/2014_CEO_Compensation_Study.pdf)).

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%)

FIA's Executive Director salary range (\$55,000 to 75,000) is provided solely through private donations and is well below the expected average as defined by Charity Navigator's standards both by geographic region (Northeast \$148,250 to \$3,733,930), small charity size (median \$106,037), as well as charity focus (Religion Median \$85,387).

Randy Schnieders, President; Ted Illjes, Secretary, and Paul Jarot and Andy Hunt, Board Members were in attendance of the discussion of the above documentation. Randy Schnieders made a motion that we accept the currently proposed salary range. Ted Illjes seconded the motion that then passed unanimously. Date approved by Board of Directors: November 1, 2018.