



### **PROCESS FOR DETERMINING PRESIDENT'S COMPENSATION**

**The process for determining the compensation of the President is followed annually. It includes:**

- **A salary review of other nonprofits**
- **A formal review of the organization's progress against the Strategic Plan, annual goals, and annual budget**
- **Discussion and approval of the compensation by the Board with the President excused**

**The President's compensation is stated in the organization's Form 990.**