

Casting for Recovery

Determining Executive Director Compensation

Policy: The board will hire, oversee, and annually evaluate the performance of the Executive Director (ED) of Casting for Recovery (CfR).

Procedure:

- a. The Board, or a Personnel Committee appointed by the board, will conduct and document a performance evaluation prior to any change in the ED's compensation, unless there is a multi-year contract in force or the change consists solely of routine adjustments for inflation or cost of living.
- b. If the Board designates a separate Personnel Committee to review the compensation and performance of the ED, this committee will report its findings and recommendations to the full board for approval and will provide board member's with a copy of the final performance evaluation and ED's goals for the year.
- c. The Board or the Personnel Committee will seek objective external data to support its compensation decisions by examining the compensation paid by similarly situated organizations, both taxable and tax-exempt, for functionally comparable positions. (Many professional associations prepare regular surveys that can be useful in evaluating compensation, or the Personnel Committee may turn to surveys compiled by independent firms from similarly sized organizations.)
- d. When determining the reasonableness of the compensation package paid to the ED, the Board will ensure that the individuals involved in creating the compensation recommendation do not have a conflict of interest.
- e. The Personnel Committee will submit a salary and compensation package to the full board at a meeting in the fall for approval. CfR's current financial resources, goals for the coming year and ED performance will be considered in determining a compensation package.