

Resurrection Street Ministry, Inc.

CEO Compensation Policy

Resurrection Street Ministry, Inc. has established a compensation committee that has general oversight of the ministry's human resource plan. Specific duties include yearly evaluation of the chief executive of the ministry.

A competent salary survey is used to benchmark compensation for the position utilizing industry specific reports and other studies. The committee meets independent of the chief executive to discuss performance relative to the position description. During these deliberations, the committee may also consider input obtained from other board members, staff, grant recipients, and other informed community leaders. (*See competent salary survey resources listed below*).

Once a consensus is reached regarding performance, a similar discussion is held concerning compensation relative to annual benchmark and established objectives. The committee will present its findings and recommendations, in an executive session without the chief executive present, and to the full board for review and approval. The committee and/or the board chair (a member of the committee) then will meet with the chief executive to discuss and document strengths, weaknesses, and goals for the upcoming year.

Compensation for the upcoming year is then discussed and documented with the chief executive.
