

Policy #5-2: President & CEO Compensation

Purpose

This Policy on the Process for Determining Compensation of Feeding the Gulf Coast applies to the compensation of the following persons employed by the Organization:

The Organization's President & CEO

Discussion

Effective management of a non-profit organization by a volunteer Board requires an understanding of the organization's mission and goals. The Feeding the Gulf Coast's Board of Directors sets the Organization's goals and approves an operational budget annually. The Board then delegates broad management authority in achievement of the goals to the President & CEO and depends on the President & CEO to provide critical information related to goal accomplishment. The President & CEO provides information through periodic meetings with the Executive Committee as well as meetings of the full Board of Directors.

The compensation process includes all of these elements linking compensation to performance: (1) review and approval by the Board of Directors or Executive Committee of the Organization; (2) use of data as to comparable compensation; and (3) contemporaneous documentation and record keeping.

1. Review and approval.

The compensation of the President & CEO is reviewed and approved by the Board of Directors or Executive Committee of the Organization, provided that persons with conflicts of interest with respect to the compensation arrangement at issue are not involved in this review and approval.

2. Use of data as to comparable compensation.

The compensation of the President & CEO is reviewed and approved using data as to comparable compensation for similarly qualified persons in functionally comparable positions at similarly situated organization.

3. Contemporaneous documentation and record keeping.

There is contemporaneous documentation and record keeping with respect to the deliberations and decisions regarding the compensation arrangement. This will include at a minimum organizational goals approved by the Board for implementation, effectiveness of managing approved budgets and periodic reports provided by external organizations.