



**NATIONAL COUNCIL OF
NONPROFITS**

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SAMPLE Policy for Board Approval of Compensation

The Executive Director of ABC Nonprofit (the "Nonprofit") is the principal representative of ABC Nonprofit, and the person responsible for the efficient operation of the Nonprofit. Therefore, it is the desire of the Nonprofit to provide a fair yet reasonable and not excessive compensation for the Executive Director (and any other highly compensated employees and consultants).

The annual process for determining compensation is as follows: The Nonprofit shall [either the full board or a compensation committee/executive committee] annually evaluate the Executive Director on his/her performance, and ask for his/her input on matters of performance and compensation.

Board Approval. The [human resource or executive committee] will obtain research and information to make a recommendation to the full board for the compensation (salary and benefits) of the Executive Director (and other highly compensated employees or consultants) based on a review of comparability data. For example, the [human resource/executive/compensation] Committee will secure data that documents compensation levels and benefits for similarly qualified individuals in comparable positions at similar organizations. This data may include the following:

1. Salary and benefit compensation studies by independent sources;
2. Written job offers for positions at similar organizations;
3. Documented telephone calls about similar positions at both nonprofit and for-profit organizations; and
4. Information obtained from the IRS Form 990 filings of similar organizations.

Concurrent Documentation. To approve the compensation for the Executive Director (and other highly compensated employees and consultants) the board must document how it reached its decisions, including the data on which it relied, in minutes of the meeting during which the compensation was approved. Documentation will include:

- a) A description of the compensation and benefits and the date it was approved;
- b) The members of the board who were present during the discussion about compensation and benefits, and the results of the vote;
- c) A description of the comparability data relied upon and how the data was obtained; and
- d) Any actions taken (such as abstaining from discussion and vote) with respect to consideration of the compensation by anyone who is otherwise a member of the board but who had a conflict of interest with respect to the decision on the compensation and benefits.

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Nonprofit Policy And Procedure Guidelines

AW Rasmussen



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Table of Contents Nonprofit Policy And Procedure Guidelines

1. Understanding the eBook Nonprofit Policy And Procedure Guidelines
 - The Rise of Digital Reading Nonprofit Policy And Procedure Guidelines
 - Advantages of eBooks Over Traditional Books
2. Identifying Nonprofit Policy And Procedure Guidelines
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Nonprofit Policy And Procedure Guidelines
 - User-Friendly Interface
4. Exploring eBook Recommendations from Nonprofit Policy And Procedure Guidelines
 - Personalized Recommendations
 - Nonprofit Policy And Procedure Guidelines User Reviews and Ratings
 - Nonprofit Policy And Procedure Guidelines and Bestseller Lists
5. Accessing Nonprofit Policy And Procedure Guidelines Free and Paid eBooks
 - Nonprofit Policy And Procedure Guidelines Public Domain eBooks
 - Nonprofit Policy And Procedure Guidelines eBook Subscription Services
 - Nonprofit Policy And Procedure Guidelines Budget-Friendly Options

6. Navigating Nonprofit Policy And Procedure Guidelines eBook Formats
 - ePub, PDF, MOBI, and More
 - Nonprofit Policy And Procedure Guidelines Compatibility with Devices
 - Nonprofit Policy And Procedure Guidelines Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Nonprofit Policy And Procedure Guidelines
 - Highlighting and Note-Taking Nonprofit Policy And Procedure Guidelines
 - Interactive Elements Nonprofit Policy And Procedure Guidelines
8. Staying Engaged with Nonprofit Policy And Procedure Guidelines
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Nonprofit Policy And Procedure Guidelines
9. Balancing eBooks and Physical Books Nonprofit Policy And Procedure Guidelines
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Nonprofit Policy And Procedure Guidelines
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Nonprofit Policy And Procedure Guidelines
 - Setting Reading Goals Nonprofit Policy And Procedure Guidelines
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Nonprofit Policy And Procedure Guidelines
 - Fact-Checking eBook Content of Nonprofit Policy And Procedure Guidelines
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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