

Compensation Policy

The Executive Director is the principal representative of There With Care, and the person responsible for the efficient operation of There With Care. Therefore, it is the desire of There With Care to provide a fair yet reasonable and not excessive compensation for the Executive Director.

The Board of Directors is responsible for the compensation policy for the Executive Director. The Board of Directors reviews the best practices of compensation in the State of Colorado for Executive Directors of non-profits. The annual process for determining compensation is as follows:

1. Conducts an annual review of the Executive Director of There With Care.
2. Assesses the performance of the Executive Director of There With Care.
3. Reviews the annual financials of the organization.
4. Reviews the salary range produced by the Colorado Non-Profit Association of Executive Directors working in similar size organizations based on annual budgets across other organizations.

Based on these assessments, the Board of Directors determines and votes on the salary of the Executive Director annually.

Concurrent Documentation

To approve the compensation for the Executive Director 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.

Independence in Setting Compensation

The Board of Directors will operate independently without undue influence from the Executive Director.