Policy for Board Approval of Executive Director Compensation

The Executive Director of Project Mexico & St. Innocent Orphanage (the "Nonprofit") is the principal representative of Project Mexico & St. Innocent Orphanage 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.

The annual process for determining compensation is as follows: The Nonprofit shall annually evaluate the Executive Director on his/her performance, and ask for his/her input on matters of performance and compensation.

Board Approval

The Executive Committee will research and obtain information to make an informed recommendation to the full board for the compensation (salary and benefits) of the Executive Director based on a review of comparability data. The Executive Committee has compiled data from IRS Form 990 filings and the Charity Navigator Website that document compensation levels and benefits for similarly qualified individuals in comparable positions at organizations of similar size and mission. The comparative data below was provided to the committee:

Organization Name	State	Position	Salary	% of expenses
All God's Children	IL	President	$60,000	5.66%
Ambassadors for Christ Int.	GA	Executive Director	$59,868	6.45%
Child Aid	OR	Executive Director	$83,550	6.76%
Empowering Lives Int.	CA	International Director	$79,200	5.91%
Concern America	CA	Executive Director	$63,438	5.51%
Project Mexico & St. Innocent Orphanage	CA	Executive Director	$65,054	5.91%

Concurrent Documentation

Dr. Julie Papatheofanis, Chair Woman; Dr. Fred Milkie, Treasurer; and Raymond Zogob, Secretary were in attendance of the discussion of the above documentation. As a result of the discussion and previous conversations with the Ben De La Riva, the following compensation package was proposed.

Annual Salary $65,054.00

Dr. Milkie motioned that the compensation package be approved as proposed. Raymond Zogob seconded the motion and the motion was unanimously passed.

Date Approved by Board of Directors: October 14, 2013

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