

**WARRIORS & QUIET WATERS FOUNDATION, INC.
EXECUTIVE COMPENSATION POLICY**

ARTICLE I – PURPOSE

The Executive Director of Warriors & Quiet Waters Foundation, Inc. (“WQW”) is the principal representative of WQW, and the person responsible for the efficient operation of WQW. Therefore, it is the desire of WQW to provide a fair yet reasonable and not excessive compensation for the Executive Director.

ARTICLE II – COMPENSATION PROCESS

The annual process for determining compensation is as follows:

1. The WQW Executive Committee of the Board of Directors shall annually evaluate the Executive Director on his/her performance, and ask for his/her input on matters of performance and compensation; and
2. The Executive Committee will obtain research and information to determine or make a recommendation to the full board for the compensation (salary and benefits) of the Executive Director based on a review of comparability data. For example, the Executive Committee will secure data that documents compensation levels and benefits for similarly qualified individuals in comparable positions at similar organizations. This data may include, but is not limited to, the following:
 - salary and benefit compensation studies by independent sources;
 - written job offers for positions at similar organizations;
 - documented telephone calls about similar positions at both nonprofit and for-profit organizations; or
 - information obtained from the IRS Form 990 filings of similar organizations.

ARTICLE III – 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. At a minimum, documentation shall include:

- a description of the compensation and benefits and the date it was approved;
- the members of the Board who were present during the discussion about compensation and benefits, and the results of the vote;
- a description of the comparability data relied upon and how the data was obtained; and
- any actions taken (i.e. abstentions from discussion and vote) with respect to consideration of the compensation by anyone who had a conflict of interest with respect to the decision.

ARTICLE IV – INDEPENDENCE IN SETTING COMPENSATION

The Chair of the Board, who is a volunteer and not compensated by WQW, shall operate independently without undue influence from the Executive Director. No member of the Board that participates in the setting of compensation will be a staff member, the relative of a staff member, or have any relationship with staff that could present a conflict of interest.