

## **RFC Executive Compensation Policy**

Compensation is determined by reviewing the pay scales of comparably sized organizations and relevant reports/surveys, including the Third Sector New England's *Valuing Our Nonprofit Workforce 2010: A Compensation Survey of and for Nonprofits in Massachusetts and Adjoining Communities* and any subsequent updates. On this basis, the Executive Director and other key employees are compensated according to their responsibilities and years of experience. The salaries are reviewed by the executive committee of the Board of Directors and approved by the full Board.

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