

PROCESS FOR DETERMINING COMPENSATION AND BENEFITS FOR THE DIRECTOR

Each year, prior to July 1, the LCSF President provides a verbal and written evaluation of the Director. The Executive Committee reviews the salary and benefits of other Christian school foundations, as well as overall compensation for Directors at foundations of similar size through annual surveys from the Association of Fundraising Professionals and/or the Christian Leadership Alliance. Decisions regarding salary or benefit increases are based on performance as well as salary and benefits comparisons. A recommendation from the President is taken forward to the LCS Foundation Executive Committee for approval annually prior to year end.

Approved by LCS Foundation board 10/01/09