



### Process for Determining CEO Compensation

NYCP's chief executive carries the title Executive Director (ED). The Board oversees the evaluation of the ED. The ED is evaluated based on performance against annual goals set at the beginning of the year. The ED submits a self-evaluation to the Board after each calendar year. In it, the ED reports on whether or not the previous year's goals were met. The Board Chair reviews it and submits to members of the Executive Committee which evaluates the ED's progress using a tool based on 7 key management areas: Finances, Management of Resources; Development; Staff and Volunteer Relations, Organizational Management; Planning and Program Management, Managing Change; Community Relationships, Collaboration with other Organizations and Entities; Publicity and Communication, including web Media; and Board Relations. Once the Executive Committee approves the evaluation, it is passed on to the Full Board. This in-depth review is how the Board decides if the ED is effective and a raise is appropriate. Proposed compensation is gauged against research results obtained from a variety of sources, including Nonprofit Coordinating Committee of New York, Professionals for Nonprofits, Chronicle of Philanthropy, and Charity Navigator's CEO Compensation Study.