



Servants in Faith and Technology /
Southern Institute for Appropriate Technology
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CEO Evaluation and Compensation Policy

The Servants in Faith and Technology (SIFAT) board is responsible to select and supervise the CEO of SIFAT, thereby entrusting to him or her with the daily management of the organization.

The board is the supervisor of the chief executive. The board evaluates the CEO's performance annually.

The annual performance evaluation shall be a formal, documented process that is based on a clear job description and includes assessment of mutually agreed-upon annual goals.

Compensation adjustments shall be based on performance and tied to predetermined performance goals as well as a benchmark analysis of equivalent or similar non-profit organization CEO compensation.

The CEO evaluation shall be conducted by the SIFAT board Executive Committee. The evaluation by the Executive Committee will be reviewed and approved by the entire board.

Revised: 09/09/16