

Siena/Francis House Executive Director/CEO Compensation Policy

An annual review of the Siena/Francis House Executive Director is conducted by the Chair of the Siena/Francis House's Board of Directors, together with the Secretary of the Siena/Francis House Board of Directors. Their findings are brought to the attention of the entire Siena/Francis House Board of Directors for discussion and action, as appropriate. In 2013, the Executive Director's performance was based on 1) Organizational leadership; 2) Overall fiscal performance; 3) Fundraising performance; 4) How well the Siena/Francis House delivered services to homeless women, children and men; and 5) Peer compensation. The process included review and approval by independent persons and contemporaneous substantiation of the deliberation and decision.