

## Executive Compensation

Flagler Ecumenical Social Service Center, Inc. d/b/a Family Life Center is a nonprofit organization that uses the Internal Revenue Service’s three-step safe-harbor procedure for establishing a rebuttable presumption that executive compensations are reasonable. Following is the process used to determine the compensation of officers, directors, and key employees:

- 1) The body that reviews and approves executive compensation arrangements is the Family Life Center Board of Directors.
- 2) As a matter of policy and practice, all members of the Family Life Center Board of Directors are volunteers and as such do not receive compensation for their service. In an effort to avoid conflicts of interest, all members of the Board of Directors sign conflict of interest statements annually.
- 3) When determining appropriate executive compensation, the Board of Directors obtains comparable compensation data from similar organizations. Relevant data may include:
  - a) Compensation paid for comparable positions in similarly situated for-profit and non-profit organizations.
  - b) Information regarding the ready supply of people available to perform similar services in the geographic area where the organization is located.
  - c) Current compensation surveys compiled by independent firms.
  - d) Actual written offers from similar institutions competing for services of the executive.
  - e) The education, experience and past performance of the executive.
- 4) When the compensation decision is made, the deliberation and basis for such decision is recorded in the meeting minutes of the Board of Directors.

Pursuant to F.S. 216.1366, information about Executive Compensation is made available to the Florida Department of Children and Families annually by May 1 of each year. Additionally, the agency maintains a copy of our IRS Form 990 on our publicly available website, which includes compensation information for Directors and Officers. Below are the amounts covered by state and federal grant resources in the indicated reporting period.

Position	FYE 2024	
	State	Federal
Board Members	\$0	\$0
Chief Executive Officer	\$32,855.58	\$47,498.76
Finance Director	\$20,341.80	\$26,506.05
Domestic Violence Services Coordinator	\$6,693.84	\$61,581.54
Sexual Assault Services Coordinator	\$21,380.56	\$50,475.41