

**RESOLUTION TO PAY FOR CONTRACT SERVICES**

We respectfully inform that the board of directors of SACRED SEEDS CIRCLE has determined it to be in the best interest of the corporation to pay for contract business advisement and leadership services to Rosalba Savage, MSW. Although Mrs. Savage is also a director, she will be compensated for her services in guiding and executing the day-to-day business of the corporation.

It has been RESOLVED, that SACRED SEEDS CIRCLE pay for Mrs. Savage's services as a 1099 Contract Employee.

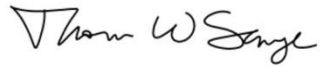
- In this capacity, Mrs. Savage's salary shall be commensurate with the salaries of similar non-profit organizations chief executives in the Salinas, CA area. The determination is hereby made based on this review – and presented in Exhibit 1 – that Mrs. Savage shall receive monthly compensation in the amount of \$14,583.33 payable on the first of each month.
- Mrs. Savage shall only receive this contractor compensation if the corporation has a cash balance of at least \$20,0000 on the last day of each month. Mrs. Savage shall not be entitled to back-pay for services rendered if, in any given month, the cash reserve conditions outlined herein are not met.
- The board reserves the right to modify this compensation amount per the SACRED SEEDS CIRCLE bylaws at any time.
- At a minimum, this compensation amount shall be reviewed annually through a similar comparison of non-profit chief executives in the Salinas, CA area as outlined herein.

The undersigned hereby certifies that he is the duly elected Secretary and the custodian of the books, and records of SACRED SEEDS CIRCLE; a nonprofit corporation formed pursuant to the laws of the state of California, and that the foregoing is a true record of a resolution adopted at a meeting of the board of directors.

This resolution of the board of directors is adopted in accordance with the Bylaws of SACRED SEEDS CIRCLE on March 1, 2025, and the resolution is now binding.

**CERTIFICATE OF ADOPTION OF BANKING RESOLUTION**

I do hereby certify that the above stated banking resolution for SACRED SEEDS CIRCLE was approved and adopted by the board of directors on March 1, 2025.



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Thomas W. Savage, Vice President, Secretary, and Chief Operating Officer

Date: March 1, 2025

**Exhibit 1**

The following are the annual salaries of non-profit chief executives in the Salinas, CA area as of March 1, 2025.

Salary data is according to: <https://nonprofitlight.com/ca/salinas>; Accessed on 1 Mar 2025.

## Highest Paid Executives in area

Name	Non Profit	Total Annual Salary
<a href="#">Bob Peng</a>	<a href="#">CLINICA DE SALUD DEL VALLE DE SALINAS</a>	\$459,301
<a href="#">Edward Durkee</a>	<a href="#">GOODWILL CENTRAL COAST</a>	\$443,271
<a href="#">Jon Yoshiyama</a>	<a href="#">CLINICA DE SALUD DEL VALLE DE SALINAS</a>	\$439,037
<a href="#">Maximiliano Cuevas</a>	<a href="#">CLINICA DE SALUD DEL VALLE DE SALINAS</a>	\$358,980
<a href="#">Oguchi Nkwocha</a>	<a href="#">CLINICA DE SALUD DEL VALLE DE SALINAS</a>	\$331,333
<a href="#">Terrence Charles Hack</a>	<a href="#">CLINICA DE SALUD DEL VALLE DE SALINAS</a>	\$321,622
<a href="#">Harold Mccoy</a>	<a href="#">CLINICA DE SALUD DEL VALLE DE SALINAS</a>	\$315,392
<a href="#">Barry Bedwell</a>	<a href="#">CALIFORNIA AGRICULTURAL LEADERSHIP FOUNDATION</a>	\$304,000
<a href="#">Pablo S Marchevsky</a>	<a href="#">CLINICA DE SALUD DEL VALLE DE SALINAS</a>	\$286,071
<a href="#">Karel Routhier</a>	<a href="#">CLINICA DE SALUD DEL VALLE DE SALINAS</a>	\$284,668
<a href="#">Michael Oprish</a>	<a href="#">CORRAL DE TIERRA COUNTRY CLUB</a>	\$246,955
<a href="#">Douglas Ayres</a>	<a href="#">CORRAL DE TIERRA COUNTRY CLUB</a>	\$235,581
<a href="#">John Corrigan</a>	<a href="#">CENTRAL CALIFORNIA LETTUCE PRODUCERS COOPERATIVE</a>	\$235,155
<a href="#">Thomas Moran</a>	<a href="#">GOODWILL CENTRAL COAST</a>	\$217,094
<a href="#">Chris Shannon</a>	<a href="#">DOOR TO HOPE</a>	\$200,210
<a href="#">James W Bogart</a>	<a href="#">GROWER-SHIPPER VEGETABLE ASSOCIATION OF CENTRAL CALIFORNIA</a>	\$195,800
<a href="#">Jennifer Williams</a>	<a href="#">NATIVIDAD MEDICAL FOUNDATION</a>	\$194,003
<a href="#">Victoria Carlisle</a>	<a href="#">CALIFORNIA RODEO INC</a>	\$191,075
<a href="#">Sherwood Darington</a>	<a href="#">AG LAND TRUST</a>	\$182,960

<b>Name</b>	<b>Non Profit</b>	<b>Total Annual Salary</b>
<a href="#">William Bennett</a>	<a href="#">CORRAL DE TIERRA COUNTRY CLUB</a>	\$182,659
<a href="#">Scott Ferreira</a>	<a href="#">CORRAL DE TIERRA COUNTRY CLUB</a>	\$175,331
<a href="#">William Douglass Evans Jr</a>	<a href="#">CLINICA DE SALUD DEL VALLE DE SALINAS</a>	\$170,421
<a href="#">Alfred Diaz-Infante</a>	<a href="#">COMMUNITY HOUSING IMPROVEMENT SYSTEMS AND PLANNING ASSOCIATION</a>	\$170,228
<a href="#">Patrick Redo</a>	<a href="#">CREDIT UNIONS IN THE STATE OF CALIFORNIA</a>	\$168,986
<a href="#">Starla Warren</a>	<a href="#">MONTEREY COUNTY HOUSING AUTHORITY DEVELOPMENT CORPORATION</a>	\$167,221
<a href="#">Donal Daly</a>	<a href="#">CORRAL DE TIERRA COUNTRY CLUB</a>	\$153,554
<a href="#">Shelli R Hendricks</a>	<a href="#">CALIFORNIA AGRICULTURAL LEADERSHIP FOUNDATION</a>	\$150,000
<a href="#">Lee Takikawa</a>	<a href="#">CALIFORNIA COASTAL RURAL DEVELOPMENT CORP</a>	\$149,491
<a href="#">Bill Shelton</a>	<a href="#">FUTURE CITIZENS FOUNDATION DBA THE FIRST TEE OF MONTEREY</a>	\$148,298
<a href="#">Susie Brusa</a>	<a href="#">RANCHO CIELO INC</a>	\$144,029
<a href="#">Melissa Kendrick</a>	<a href="#">FOOD BANK FOR MONTEREY COUNTY</a>	\$143,888
<a href="#">Jaime Reynolds</a>	<a href="#">GOODWILL CENTRAL COAST</a>	\$141,184
<a href="#">James Slaten</a>	<a href="#">CALIFORNIA RODEO INC</a>	\$139,423
<a href="#">Anna Foglia</a>	<a href="#">SUN STREET CENTERS</a>	\$136,385
<a href="#">Paul Farmer</a>	<a href="#">SALINAS VALLEY CHAMBER OF COMMERCE</a>	\$135,596
<a href="#">Norm Koplin</a>	<a href="#">COMMUNITY HOUSING IMPROVEMENT SYSTEMS AND PLANNING ASSOCIATION</a>	\$135,480
<a href="#">Larry Imwalle</a>	<a href="#">ACTION COUNCIL OF MONTEREY COUNTY INC</a>	\$132,038
<a href="#">Alan Martinson</a>	<a href="#">GOODWILL CENTRAL COAST</a>	\$126,163
<a href="#">Norman Groot</a>	<a href="#">MONTEREY COUNTY FARM BUREAU</a>	\$124,845
<a href="#">Abby R Taylor-Silva</a>	<a href="#">GROWER-SHIPPER VEGETABLE ASSOCIATION OF CENTRAL CALIFORNIA</a>	\$123,432
<a href="#">Thomas High</a>	<a href="#">GOODWILL CENTRAL COAST</a>	\$120,871
<a href="#">Joann Greathead</a>	<a href="#">GROWER-SHIPPER VEGETABLE ASSOCIATION OF CENTRAL CALIFORNIA</a>	\$117,148
<a href="#">Elsa Quezada</a>	<a href="#">CENTRAL COAST CENTER FOR INDEPENDENT LIVING</a>	\$117,000

<b>Name</b>	<b>Non Profit</b>	<b>Total Annual Salary</b>
<a href="#"><u>Vicki Myers</u></a>	<a href="#"><u>COURT APPOINTED SPECIAL ADVOCATES OF MONTEREY COUNTY INC</u></a>	\$116,151
<a href="#"><u>Regina Gage</u></a>	<a href="#"><u>MEALS ON WHEELS OF THE SALINAS VALLEY</u></a>	\$115,193
<a href="#"><u>Heather Ferreira</u></a>	<a href="#"><u>CORRAL DE TIERRA COUNTRY CLUB</u></a>	\$114,618
<a href="#"><u>Nicholas Nelson</u></a>	<a href="#"><u>FUTURE CITIZENS FOUNDATION DBA THE FIRST TEE OF MONTEREY</u></a>	\$114,191
<a href="#"><u>Daniel Bach</u></a>	<a href="#"><u>ACTION COUNCIL OF MONTEREY COUNTY INC</u></a>	\$111,123
<a href="#"><u>Gary Alameda</u></a>	<a href="#"><u>LABORERS INTERNATIONAL UNION OF 297</u></a>	\$111,044
<a href="#"><u>Jerri Champlin</u></a>	<a href="#"><u>MONTEREY BAY CALIFORNIA CHAPTER NECA</u></a>	\$109,800
<a href="#"><u>Dana Kent</u></a>	<a href="#"><u>NATIVIDAD MEDICAL FOUNDATION</u></a>	\$109,403
<a href="#"><u>Paul Tran</u></a>	<a href="#"><u>COMMUNITY HOUSING IMPROVEMENT SYSTEMS AND PLANNING ASSOCIATION</u></a>	\$107,870
<a href="#"><u>Katerina Stafford</u></a>	<a href="#"><u>DOOR TO HOPE</u></a>	\$104,438
<a href="#"><u>Dana Cleary</u></a>	<a href="#"><u>COMMUNITY HOUSING IMPROVEMENT SYSTEMS AND PLANNING ASSOCIATION</u></a>	\$103,619
<a href="#"><u>Malissa Burns</u></a>	<a href="#"><u>MILLENNIUM CHARTER HIGH SCHOOL</u></a>	\$102,902
<a href="#"><u>Juan Gomez</u></a>	<a href="#"><u>ACTION COUNCIL OF MONTEREY COUNTY INC</u></a>	\$102,875
<a href="#"><u>David Dickinson</u></a>	<a href="#"><u>CALIFORNIA COASTAL RURAL DEVELOPMENT CORP</u></a>	\$102,250
<a href="#"><u>Hillary Fish</u></a>	<a href="#"><u>NATIVIDAD MEDICAL FOUNDATION</u></a>	\$101,912
<a href="#"><u>Lyall McKeever</u></a>	<a href="#"><u>FOOD BANK FOR MONTEREY COUNTY</u></a>	\$101,589
<a href="#"><u>James Barnes</u></a>	<a href="#"><u>SUN STREET CENTERS</u></a>	\$100,854
<a href="#"><u>Patricia Krall</u></a>	<a href="#"><u>COASTAL KIDS HOME CARE</u></a>	\$100,788
<a href="#"><u>Suzanne Erdbacher</u></a>	<a href="#"><u>RANCHO CIELO INC</u></a>	\$99,706
<a href="#"><u>Crescencio Diaz</u></a>	<a href="#"><u>GENERAL TEAMSTERS WAREHOUSEMAN AND HELPERS UNION LOCAL 890</u></a>	\$99,658
<a href="#"><u>Lucy Zepeda</u></a>	<a href="#"><u>UNDER CONSTRUCTION EDU NETWORK</u></a>	\$99,510
<a href="#"><u>Kimbley Craig</u></a>	<a href="#"><u>MONTEREY COUNTY BUSINESS COUNCIL</u></a>	\$99,000
<a href="#"><u>Elizabeth Novak</u></a>	<a href="#"><u>CORRAL DE TIERRA COUNTRY CLUB</u></a>	\$97,919
<a href="#"><u>Teresa Sullivan</u></a>	<a href="#"><u>ALLIANCE ON AGING INC</u></a>	\$97,048

<b>Name</b>	<b>Non Profit</b>	<b>Total Annual Salary</b>
<a href="#"><u>Patricia Carrillo</u></a>	<a href="#"><u>AGRICULTURE AND LAND-BASED TRAINING ASSOCIATION</u></a>	\$96,250
<a href="#"><u>Denise Felix</u></a>	<a href="#"><u>DOOR TO HOPE</u></a>	\$94,120
<a href="#"><u>Gregory Corrigan</u></a>	<a href="#"><u>UNITED VEGETABLE GROWERS COOPERATIVE</u></a>	\$93,750
<a href="#"><u>Amy Bravo</u></a>	<a href="#"><u>VALLEY HEALTH ASSOCIATES</u></a>	\$90,966
<a href="#"><u>Robin Ledford</u></a>	<a href="#"><u>YWCA MONTEREY COUNTY</u></a>	\$87,195
<a href="#"><u>Ernie Howard</u></a>	<a href="#"><u>PEACOCK ACRES INC</u></a>	\$86,800
<a href="#"><u>Lisa Dobbins</u></a>	<a href="#"><u>GROWER-SHIPPER ASSOCIATION FOUNDATION</u></a>	\$86,515
<a href="#"><u>Daniel Gonzalez</u></a>	<a href="#"><u>CENTER FOR COMMUNITY ADVOCACY</u></a>	\$85,000
<a href="#"><u>Patricia Fernandez</u></a>	<a href="#"><u>GIRLS INCORPORATED OF THE CENTRAL COAST</u></a>	\$84,328
<a href="#"><u>Abel Moran</u></a>	<a href="#"><u>LABORERS INTERNATIONAL UNION OF 297</u></a>	\$82,842
<a href="#"><u>Reg Huston</u></a>	<a href="#"><u>SUPPORT THE ARTS REGIONALLY FOUNDATION</u></a>	\$81,775
<a href="#"><u>Jill Allen</u></a>	<a href="#"><u>FRANCISCAN WORKERS OF JUNIPERO SERRA</u></a>	\$80,892
<a href="#"><u>John Assaad</u></a>	<a href="#"><u>ALLIANCE ON AGING INC</u></a>	\$80,451
<a href="#"><u>Jessica Mckillip</u></a>	<a href="#"><u>ITN MONTEREY COUNTY</u></a>	\$79,833
<a href="#"><u>Sabino Lopez</u></a>	<a href="#"><u>CENTER FOR COMMUNITY ADVOCACY</u></a>	\$78,000
<a href="#"><u>Juan Cabrera</u></a>	<a href="#"><u>GENERAL TEAMSTERS WAREHOUSEMAN AND HELPERS UNION LOCAL 890</u></a>	\$77,054
<a href="#"><u>Julia Foster</u></a>	<a href="#"><u>FOUNDATION FOR MO COUNTY FREE LIBRARIES</u></a>	\$75,072
<a href="#"><u>Gary Vincent</u></a>	<a href="#"><u>EPICENTER OF MONTEREY</u></a>	\$75,000
<a href="#"><u>Jorge Valenzuela</u></a>	<a href="#"><u>GENERAL TEAMSTERS WAREHOUSEMAN AND HELPERS UNION LOCAL 890</u></a>	\$74,020
<a href="#"><u>Karl Zalazowski</u></a>	<a href="#"><u>CALIFORNIA COASTAL RURAL DEVELOPMENT CORP</u></a>	\$73,383
<a href="#"><u>Margy Mayfield</u></a>	<a href="#"><u>COASTAL KIDS HOME CARE</u></a>	\$72,857
<a href="#"><u>Patrick Fitzmorris</u></a>	<a href="#"><u>CALIFORNIA DEER ASSOCIATION</u></a>	\$72,400
<a href="#"><u>Margie January</u></a>	<a href="#"><u>CALIFORNIA RODEO INC</u></a>	\$71,083
<a href="#"><u>Jennifer Ramirez</u></a>	<a href="#"><u>PARTNERSHIP FOR CHILDREN</u></a>	\$70,000
<a href="#"><u>Cathleen Montero</u></a>	<a href="#"><u>FOOD BANK FOR MONTEREY COUNTY</u></a>	\$67,471

<b>Name</b>	<b>Non Profit</b>	<b>Total Annual Salary</b>
<a href="#">Subbha Padmanabhan</a>	<a href="#">FRANCISCAN WORKERS OF JUNIPERO SERRA</a>	\$66,504
<a href="#">Judith Vargas</a>	<a href="#">YWCA MONTEREY COUNTY</a>	\$65,788
<a href="#">Brian K Contreras Sr</a>	<a href="#">SECOND CHANCE YOUTH PROGRAM OF MONTEREY COUNTY</a>	\$63,467
<a href="#">Jose Perez Jr</a>	<a href="#">GENERAL TEAMSTERS WAREHOUSEMAN AND HELPERS UNION LOCAL 890</a>	\$62,494
<a href="#">Tamara Mckee</a>	<a href="#">ALLIANCE ON AGING INC</a>	\$61,622
<a href="#">Rodney Torres</a>	<a href="#">CALIFORNIA DEER ASSOCIATION</a>	\$61,198
<a href="#">Christine Morris</a>	<a href="#">CONFIDENCE PREGNANCY CENTER</a>	\$61,160
<a href="#">Michael Delapa</a>	<a href="#">MONTEREY COUNTY LAND WATCH</a>	\$60,000