

# Summit To Success, Inc.

*With opportunity comes obligation. Together we climb. One child, one community, one nation at a time.*

## Compensation Policy

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### Purpose

This policy explains how compensation and reimbursement decisions are handled at Summit To Success, Inc. (“Summit”). It is designed to ensure that all compensation is fair, reasonable, transparent, and aligned with Summit’s charitable mission, governing documents, and nonprofit regulations.

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### Current Practice

At this time, no officer, director, or board member receives compensation for their service to Summit.

The Founder & Executive Director serves in an **unpaid role** during Summit’s founding and early stages. No salary, stipend, wages, benefits, or other compensation are owed, accrued, implied, or deferred during this period.

Volunteers and board members may be reimbursed for legitimate, pre-approved expenses related to official Summit work, as long as proper documentation is submitted in accordance with Summit’s Financial Controls Policy.

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### Eligibility for Future Compensation Consideration

The Board of Directors **may consider** compensation for officers or executive roles, including the Executive Director, **only if all of the following conditions are met:**

- Summit has stable and sufficient unrestricted funds, and paying compensation would not reduce or interfere with program delivery.
- A majority-independent Board of Directors is in place and able to make an unbiased decision.
- The role under consideration has a clearly documented scope, responsibilities, and expected time commitment.
- Comparable compensation data from similar nonprofit organizations has been reviewed.
- Compensation is approved **in advance**, in writing, by non-conflicted members of the Board.

Meeting these conditions does **not** create a right to compensation and does **not** guarantee that compensation will be approved.

Compensation may **never** be paid retroactively.

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### **Approval Authority**

- The Board of Directors has sole authority to approve compensation for officers and executive roles.
- Compensation for employees or contractors must be approved in line with Summit's budget and Financial Controls Policy.

Any individual whose compensation is being considered must fully abstain from all related discussions and decisions.

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### **Conflict of Interest and Oversight**

All compensation decisions are subject to Summit's Conflict of Interest Policy.

Summit does not allow private benefit or excess compensation. All compensation must reflect fair market value for the work performed and must serve Summit's best interests.

Any recusals or abstentions related to compensation decisions must be documented.

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### **Compliance**

This policy is intended to comply with IRS 501(c)(3) rules and applicable nonprofit laws related to compensation, reimbursement, and fiduciary responsibility.

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### **Review**

The Board of Directors will review this policy periodically and update it as Summit grows and evolves.

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