

## **Process for determining Executive Director Compensation**

Whether one is working in the office, weeding, peeling potatoes or caring for cows, the work in Kimberton Hills is voluntary, based on mutual recognition of potential and capacity, and shared responsibility. The goal is for all residents to experience what scholars of human development refer to as inclusion, authentic belongingness, self-determination, and meaningful relationships. Through work, each person knows that he or she contributes to the well-being of the entire village and to the greater community in a significant way. The idea is to do together what we otherwise could not do alone.

The Executive Director is no exception. Living and working as a residential volunteer and member of the community, compensation is determined in a needs based annual community wide budgeting process, coming in the form of a monthly stipend. The same holds true for all Long-Term Volunteers in CVKH.

The Executive Director declines payment.