



EXECUTIVE COMPENSATION

Resolution to Approve Compensation of the CEO

Resolved, the Board of Directors hereby sets and approves the compensation not including benefits of the CEO of Christ Reaching Asia Mission Worldwide, Inc. at \$ 72,000 annually. In setting this amount, we have conducted a process to determine the reasonableness of the compensation package. This process included

1. Comparing the compensation package to that of organizations of similar size, location, and mission.
2. Consideration of CEO education
3. Consideration of CEO tenure

Based on this process, we have determined the compensation package to be reasonable and just. In witness whereof, the undersigned has hereunto signed as of the date herein shown below.

Moved by: Marc Zboch

Seconded by: Julie Hirschauer

Vote: Electronic

Signed: _____

Susan D. Craig Date: 2/05/2018

Corporate Secretary