MEETING MINUTES
United Church of Christ Board
February 5, 2021
Video Conference – Via Zoom

Members Present:  Yvette Wynn, Chair, Cameron Barr, Vice-Chair, Kearstin Bailey, Traci Blackmon, Brian Bodager, Emma Brewer-Wallin, Charles Buck, Carolyne Call, Rachel Chapman, Elly Chong, Dennis Coy, John Dorhauer, Mark Dutell, Sherrell Edney-Stilley, Derrick Elliot, Thaddaeus Elliott, John Folk, Julia Gaughan, Darrell Goodwin, Carla Gregg-Kearns, Timothy Hachfeld, Dick Harter, Alice Hunt, Penny Lowes, Gloria-Ann Muraki, David Nelson, Gordon Rankin, Michael Readinger, Inez Reid, Franz Rigert, Bob Sandman, D’Angelo Smith, Paul Tché, Karen Georgia Thompson, Harriet Ward, Marsha Williams, Bill Worley, Lew Zeidner.


Staff Present:  Donyale Copeland, Cynthia Gaffney, Heather Kimmel, Alisa Lewis, Dianne Roberts, Brian Tracy, Cheryl Williams.

DECLARATION OF QUORUM AND CALL TO ORDER

Welcome by Chair, Yvette Wynn

Opening Prayer by Cameron Barr

Remarks by Vice Chair, Cameron Barr

APPROVAL OF AGENDA

IT WAS VOTED:
UCCB-21-02-01 to approve the Agenda.

GRANT VOICE WITHOUT VOTE

IT WAS VOTED:
UCCB 21-02-02 to grant voice without vote to Donyale Copeland, Cynthia Gaffney, Heather Kimmel, Alisa Lewis, Dianne Roberts, Brian Tracy, Cheryl Williams.
APPROVAL OF UCCB DECEMBER 2020 MEETING MINUTES

IT WAS VOTED:
UCCB 21-02-03 to approve the minutes of the December 14, 2020 Meeting of the United Church of Christ Board.

Remarks of General Minister & President, John Dorhauer

GENERAL SYNOD PROGRAM AND PLANNING COMMITTEE
Penny Lowes and Bob Sandman

Review of Agenda at a Glance, registration and resolutions.

Strategic Priorities Facilitated Conversation lead by Cameron Barr.

IT WAS VOTED:
UCCB 21-02-04 to move into executive session.

Officers and staff excused for remainder of meeting; Alisa Lewis and Heather Kimmel to remain.

EXECUTIVE SESSION
(see separate minutes)

IT WAS VOTED:
UCCB 21-02-05 to return to open session.

IT WAS VOTED:
UCCB 21-02-06 to accept the recommendation of the Personnel Committee to set the salary of the General Minister and President at $203,000, which it finds to be reasonable, competitive, and not excessive in compliance with the UCCB Executive Compensation Policy. (Supporting Document: UCCB-20-03-PER-01 Executive Compensation Policy)

No member present abainted or voted no.

Members present for vote:

The compensation study supporting the increase is attached to these minutes as Exhibit A.
IT WAS VOTED:
UCCB 21-02-07 to move into executive session.

EXECUTIVE SESSION
(see separate minutes)

IT WAS VOTED:
UCCB 21-02-08 to return to open session.

IT WAS VOTED:
UCCB 21-02-09 to approve the executive session minutes of the 12.14.2020 Meeting.

Closing Prayer and Adjournment

Respectfully Submitted,

Dianne L. Roberts – Recorder
United Church of Christ Board
### 2019 Market Analysis

- **Position**: General Minister and President
- **Survey**: NPT, MP, CD
- **Salary**: $138,933

#### Indicated Market Value

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<tr>
<th>Survey</th>
<th>Title</th>
<th>Scope</th>
<th># of Orgs</th>
<th>P25</th>
<th>P50</th>
<th>P75</th>
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<td>NPT</td>
<td>Chief Executive Officer/President/Executive Director</td>
<td>$10M-$24.9M in Budget</td>
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<td>$138,012</td>
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<td>$183,404</td>
<td>$195,905</td>
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<td>$306,838</td>
<td>$370,303</td>
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#### Footnotes:

1. As of 2020, the GMP salary is $163,701
2. Additional Data Source: 5 Confidential Ministry and Ecumenical Partners were sourced and the median salary was $200,000
3. Additional Data Sources:
   - Insurance Board
   - The Council for Health and Human Services
   - Cornerstone Fund
   - Evangelical Lutheran Church in America
   - Unitarian Universalist Association

**EXHIBIT A**