

**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, Carlyne Call, Rachel Chapman, Elly Chong, Dennis Coy, John Dorhauer, Mark Dutell, Shernell 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 Tch , Karen Georgia Thompson, Harriet Ward, Marsha Williams, Bill Worley, Lew Zeidner.

**Members Absent:** Faufau Alaelua, Michael Cich-Jones, Hannah Cranbury, Kevin Graham, Eric Jackson, James Maki, Yesenia Menendez-Sanchez, Shari Prestemon, Gordon Rankin, Kylie Steever, John Vertigan, Diane Weible, Jeanette Zaragoza DeLeon.

**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 abstained or voted no.

Members present for vote:

Kearstin Bailey, Cameron Barr, Brian Bodager, Emma Brewer-Wallin, Charles Buck, Rachel Chapman, Elly Chong, Dennis Coy, Mark Dutell, Shernell Edney-Stilley, Derrick Elliot, Thaddaeus Elliott, John Folk, Julia Gaughan, Darrell Goodwin, Carla Gregg-Kearns, Timothy Hachfeld, Dick Harter, Carla Gregg Kearns, Alice Hunt, Penny Lowes, Gloria-Ann Muraki, David Nelson, Michael Readinger, Inez Reid, Franz Rigert, Bob Sandman, Paul Tch e, Harriet Ward, Diane Weible, Marsha Williams, Yvette Wynn, Lew Zeidner.

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:**

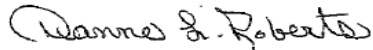
**UCCB 21-02-08** to return to open session.

**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

- (1) Pay updated to April 1, 2019 by applying annual update factor of 2.5%  
 (2) Actual Total Cash Compensation reported at P25, P50, and P75  
 (3) CD- 2018 CompData Benchmark Pro  
 (4) KA- 2018 Kenexa CompAnalyst, an IBM Company Survey Data

- (5) MP- 2018 Ministry Pay Survey  
 (6) NPT - 2018 NonProfit Times Salary and Benefits Report  
 (7) Weighted Average: Averages surveys by weighting  
 (8) NA = not available

Position	Survey <sup>(6)</sup> <sub>(8)</sub>	Title	Scope	# of Orgs	Base Salary		
					P25	P50	P75
<b>General Minister and President</b>	<b>\$ 138,933</b>		<b>Indicated Market Value<sup>(7)</sup></b>		<b>\$198,750</b>	<b>\$246,803</b>	<b>\$287,311</b>
	NPT	Chief Executive Officer/President/Executive Director	\$10M-\$24.9M in Budget	43	\$138,012	\$183,800	\$234,945
	KX	Chief Executive Officer	Non-Profit; 100-200 FTE	50	\$192,976	\$249,704	\$310,248
	MP	Senior Pastor/Priest/Minister	> 80 FTE	6	\$157,172	\$183,404	\$195,905
	MP	Senior Pastor/Priest/Minister	All Respondents	370	\$96,445	\$119,458	\$145,077
	CD	Chief Executive Officer	Not-For-Profit	287	\$197,979	\$261,292	\$406,683
	CD	Chief Executive Officer	100-199.9 FTE	837	\$173,541	\$195,195	\$223,346
	CD	Chief Executive Officer	100-200 FTE; Non-Profit	49	\$306,838	\$370,303	\$408,144

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

Additional Data Sources:

- Insurance Board  
 The Council for Health and Human Services  
 Cornerstone Fund  
 Evangelical Lutheran Church in America  
 Unitarian Universalist Association

EXHIBIT A