



Leadership Compensation

Board of Directors & Supervisory Committee Compensation

Columbia Credit Union has established a Compensation Policy to provide reasonable compensation for its Board of Directors and Supervisory Committee as allowed by law and the Credit Union's Bylaws. This Policy recognizes the education and the time requirements necessary and expected of the Directors and Committee Members who set general direction and control of the Credit Union.

Compensation Schedule for 2022

The Credit Union provides reasonable compensation in the form of an annual stipend ranging between \$8,400 and \$25,000 based on leadership positions held. The stipend is payable in quarterly installments. In addition to the stipend, compensation may include up to \$599 annually in taxable fringe benefits for certain education and training expense reimbursements. The Compensation Policy automatically opts all Officials into the stipend and allows Officials to opt-out of the stipend with written notification to the Board Chair stating the reason for opting out.

Position	Stipend Compensation
Director + Board Chair	\$25,000.00
Director + Vice Chair	\$20,000.00
Director + Treasurer	\$20,000.00
Director + Secretary	\$20,000.00
Director + Committee Chair	\$20,000.00
Director	\$15,000.00
Supervisory Committee Chair	\$11,000.00
Supervisory Committee Vice Chair	\$8,400.00
Supervisory Committee Member	\$8,400.00

Compensation Paid in 2021

The following compensation was paid to Board Directors and Supervisory Committee Members in calendar year 2021.

Person & Position(s)	Paid in 2021
Kelly Love Zuercher Board Chair	\$25,981.66
Carol Van Natta Board Vice Chair, Committee Chair (Jan-May)	\$20,000.00
Joseph Vance Board Treasurer, Committee Chair	\$20,147.22
Eric Sawyer Board Secretary (June-Dec), Committee Chair (June-Dec)	\$20,000.00
Marci White-Stumpf Board Secretary (Jan-May), Director	\$15,000.00
Max Ault Director, Committee Chair	\$20,000.00
Tracey Malone Director	\$15,599.00
Julianna Marler Director	\$15,338.00
Dena Strong Director	\$15,000.00
Dick Thompson Supervisory Committee Chair	\$11,599.00
Tony Jackson Supervisory Committee Vice Chair	\$8,400.00

Judith L Chipman	Supervisory Committee Member (Jan-May)	\$4,900.00
Dave Dumas	Supervisory Committee Member (Jan-May)	\$4,900.00
Paul Montague	Supervisory Committee Member	\$8,999.00
Tim Schauer	Supervisory Committee Member (May-Dec)	\$3,500.00
Lynn Valenter	Supervisory Committee Member (May-Dec)	\$3,500.00