



# 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 2025

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 2024

The following compensation was paid to Board Directors and Supervisory Committee Members in calendar year 2024.

Person & Position(s)		Paid in 2024
Joe Vance	Director & Board Chair (Jan-Dec)	\$25,297.69
Max Ault	Director & Board Vice Chair (Jan-Dec)	\$20,599.00
Dena Strong	Director & Board Treasurer, Committee Chair (Jan-Dec)	\$20,000.00
Tracey Malone	Director & Board Secretary (Jan-Dec)	\$20,000.00
Carol Van Natta	Director & Committee Chair (Jan-May) & Director (Jun-Dec)	\$18,334.00
Tim Schauer	Director & Committee Chair (Jan-Dec)	\$20,599.00
Eric Sawyer	Director (Jan-Dec), Director & Committee Chair (Jun-Dec)	\$16,752.90
Judy Kuschel	Director (Apr-Dec)	\$6,250.00
Julianna Marler	Director (Jan-Dec)	\$15,444.39
Marci White-Stumpf	Director (Jan-Apr)	\$9,349.00
Lynn Valenter	Supervisory Committee & Chair (Jan-Dec)	\$11,426.40

Kelly Love Zuercher	Supervisory Committee & Vice Chair (Jan-Dec)	\$8,400.00
Christine Smith	Supervisory Committee (Jan-Dec)	\$8,989.60
David Sacamano	Supervisory Committee (Jan-Dec)	\$8,702.37
Alishia Topper	Supervisory Committee (Jan-Dec)	\$8,400.00