

# DAILY CHRISTIAN ADVOCATE



**VOLUME 3  
GCFA REPORT**

### GENERAL AGENCY EXECUTIVE EMPLOYEE COMPENSATION

The following report is provided in response to paragraph 704 requesting a report on executive compensation to include "the amount of remuneration, in cash, and in cash value of any in-kind benefits provided to all executive employees, clergy and lay, of all general agencies."

Job Title	Factor <sup>1</sup>	Annual Gross Salary	Annual Cash Value of Benefits <sup>2</sup>	Other Remuneration <sup>3</sup>	Total
<b>General Board of Church &amp; Society</b>					
General Secretary	19	\$ 134,727.44	\$ 23,741.28		\$ 158,468.72
Asst. General Secretary	17	\$ 115,074.39	\$ 13,479.26		\$ 128,553.65
Asst. General Secretary	17	\$ 112,549.85	\$ 31,687.70		\$ 144,237.55
Director of Finance	17	\$ 112,548.80	\$ 11,610.00		\$ 124,158.80
Asst. General Secretary	17	\$ 112,548.80	\$ 27,152.65		\$ 139,701.45
Asst. General Secretary	17	\$ 112,548.80	\$ 33,629.48		\$ 146,178.28
Chief Admin Officer	17	\$ 119,999.88	\$ 1,143.35		\$ 121,143.23
<b>General Board of Discipleship Ministries</b>					
General Secretary	20	\$ 154,499.96	\$ 32,841.00		\$ 187,340.96
Chief Financial Officer	19	\$ 147,276.96	\$ 25,656.80		\$ 172,933.76
Director	19	\$ 119,974.06	\$ 12,585.27		\$ 132,559.33
Editor/Publisher	19	\$ 145,346.00	\$ 38,356.92		\$ 183,702.92
Associate Gen Secretary	18	\$ 122,275.10	\$ 32,965.40		\$ 155,240.50
Executive Director	18	\$ 113,071.00	\$ 34,121.62		\$ 147,192.62
Executive Director	18	\$ 115,854.10	\$ 21,972.16		\$ 137,826.26
Associate Gen Secretary	18	\$ 117,698.94	\$ 28,656.93		\$ 146,355.87
Executive Director	17	\$ 123,599.98	\$ 33,230.12		\$ 156,830.10
<b>General Board of Global Ministries</b>					
General Secretary	20	\$ 167,885.36	\$ 44,075.47		\$ 211,960.83
Deputy Gen Secretary	19	\$ 129,177.52	\$ 26,433.79		\$ 155,611.31
General Treasurer	19	\$ 158,106.38	\$ 39,869.36		\$ 197,975.74
Deputy Gen Secretary	19	\$ 122,400.08	\$ 29,189.49		\$ 151,589.57
Deputy Gen Secretary	19	\$ 126,928.86	\$ 35,981.28		\$ 162,910.14
Associate Treasurer	18	\$ 104,040.08	\$ 20,222.42		\$ 124,262.50
Associate Gen Secretary	18	\$ 104,996.01	\$ 26,898.77		\$ 131,894.78
Associate Gen Secretary	18	\$ 88,976.48	\$ 18,451.25		\$ 107,427.73
Associate Treasurer	18	\$ 94,676.42	\$ 23,333.69		\$ 118,010.11
Associate Treasurer	18	\$ 101,959.29	\$ 31,515.73		\$ 133,475.02
Associate Gen Secretary	18	\$ 87,232.08	\$ 23,084.24		\$ 110,316.32
Associate Treasurer	18	\$ 99,878.49	\$ 33,267.13		\$ 133,145.62
Asst. General Secretary	17	\$ 91,555.16	\$ 28,885.94		\$ 120,441.10
Executive Director- Cash Mgmt & Estate Planning	17	\$ 93,847.04	\$ 17,635.43		\$ 111,482.47
Asst. General Secretary	17	\$ 84,750.34	\$ 24,261.34		\$ 109,011.68
Executive Director - Information Systems	17	\$ 115,928.42	\$ 22,289.73		\$ 138,218.15
Internal Auditor	17	\$ 82,631.29	\$ 32,110.99		\$ 114,742.28
Asst. General Secretary	17	\$ 88,434.00	\$ 32,955.31		\$ 121,389.31
Executive Director - Global Health Initiatives	17	\$ 80,000.00	\$ 24,943.06		\$ 104,943.06
Director - Internal Audit	17	\$ 93,847.04	\$ 24,347.34		\$ 118,194.38
Asst. General Secretary	17	\$ 84,750.34	\$ 16,291.43		\$ 101,041.77
Asst. General Secretary	17	\$ 81,600.00	\$ 31,800.27		\$ 113,400.27
Executive Director -UMDF	17	\$ 93,635.91	\$ 30,413.63		\$ 124,049.54
Comptroller - International Programs	17	\$ 116,999.97	\$ 38,668.18		\$ 155,668.15
Comptroller (alternate title 'Budget Director')	17	\$ 91,868.27	\$ 17,363.78		\$ 109,232.05

**General Board of Higher Education and Ministry**

General Secretary	20	\$ 167,884.96	\$ 27,529.54	\$ 195,414.50
Associate Gen Secretary	19	\$ 130,000.00	\$ 38,756.82	\$ 168,756.82
Associate Gen Secretary	19	\$ 130,000.00	\$ 33,996.28	\$ 163,996.28
Associate Gen Secretary	19	\$ 130,000.00	\$ 5,733.19	\$ 135,733.19
Executive Director	18	\$ 147,446.06	\$ 9,831.02	\$ 157,277.08
Special Assistant to the General Secretary	18	\$ 129,538.00	\$ 28,505.78	\$ 158,043.78
Asst. General Secretary	16	\$ 94,523.00	\$ 24,223.83	\$ 118,746.83
Asst. General Secretary	16	\$ 95,000.10	\$ 21,073.84	\$ 116,073.94
Asst. General Secretary	16	\$ 97,939.00	\$ 31,536.53	\$ 129,475.53
Director of Finance/Treasurer	16	\$ 102,900.00	\$ 32,200.54	\$ 135,100.54

**General Board of Pension and Health Benefits**

General Secretary	N/A	\$ 747,290.00	\$ 123,049.00	\$ 881,949.00
Chief Operating Officer	N/A	\$ 507,127.00	\$ 92,843.00	\$ 599,970.00
Chief Financial Officer	N/A	\$ 397,850.00	\$ 80,605.00	\$ 478,455.00
Chief Investments Officer	N/A	\$ 436,591.00	\$ 66,886.00	\$ 503,477.00
General Counsel	N/A	\$ 262,612.00	\$ 57,157.00	\$ 319,769.00

**Board of The United Methodist Publishing House**

President and Publisher	N/A	\$ 332,933.00	\$ 99,879.90	\$ 432,812.90
Chief Revenue and Customer Experience Officer	N/A	\$ 265,618.00	\$ 79,685.40	\$ 345,303.40
Senior Vice President	N/A	\$ 230,387.00	\$ 69,116.10	\$ 299,503.10
Chief Financial Officer/Treasurer	N/A	\$ 183,424.00	\$ 55,027.20	\$ 238,451.20
Chief Ministry Officer	N/A	\$ 130,000.00	\$ 39,000.00	\$ 169,000.00
Chief Content Officer/Book Editor	N/A	\$ 182,000.00	\$ 54,600.00	\$ 236,600.00

**General Commission on Archives & History**

General Secretary	17	\$ 124,288.12	\$ 16,358.00	\$ 140,646.12
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**General Commission on Christian Unity & Interreligious Concerns**

Ecumenical Staff Officer	18	\$ 95,762.31	\$ 14,434.07	\$ 110,196.38
Executive Director	17	\$ 102,779.25	\$ 25,856.17	\$ 128,635.42

**General Commission on Communication**

General Secretary	20	\$ 164,999.90	\$ 17,462.37	\$ 182,462.27
Chief Strategy and Financial Officer	19	\$ 155,000.00	\$ 39,507.81	\$ 194,507.81
Chief Relationship Officer	18	\$ 122,179.96	\$ 12,682.72	\$ 134,862.68
Chief Technology Officer	18	\$ 125,320.00	\$ 38,713.72	\$ 164,033.72
Chief Relationship Office	18	\$ 113,854.69	\$ 37,470.09	\$ 151,324.78
Chief Marketing Officer	18	\$ 104,926.44	\$ 37,479.99	\$ 142,406.43
Chief Communications Officer	18	\$ 99,285.04	\$ 34,890.45	\$ 134,175.49
Executive Director, Global Voices, News and Information	18	\$ 121,910.53	\$ 36,761.81	\$ 158,672.34

**General Commission on Religion and Race**

General Secretary	18	\$ 127,257.12	\$ 23,075.28	\$ 150,332.40
Treasurer	17	\$ 44,460.00	\$ 1,311.59	\$ 45,771.59
Asst. General Secretary	15	\$ 92,308.06	\$ 16,672.56	\$ 108,980.62
Asst. General Secretary	15	\$ 92,309.20	\$ 13,167.11	\$ 105,476.31

**General Commission on the Status and Role of Women**

General Secretary	18	\$ 114,618.31	\$ 31,796.49	\$ 146,414.80
Asst. General Secretary	16	\$ 99,527.97	\$ 29,885.11	\$ 129,413.08
Asst. General Secretary	15	\$ 84,000.00	\$ 18,003.43	\$ 102,003.43

**General Commission on United Methodist Men**

General Secretary	18	\$ 111,776.98	\$ 33,713.62	\$ 145,490.60
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**General Council on Finance and Administration**

General Secretary	20	\$ 167,884.74	\$ 41,069.62	\$ 208,954.36
Chief Financial Officer	19	\$ 137,500.01	\$ 37,525.13	\$ 175,025.14
General Counsel	19	\$ 135,000.00	\$ 21,460.49	\$ 156,460.49

<sup>1</sup>The Committee on Personnel Policies and Practices ranks executive positions of the above agencies based on the responsibilities of the position.

<sup>2</sup> Benefits include the following if the employee participates in the Medical, Dental, Life, AD&D and Pensions plans. Cash Value of benefits for lay employees includes employer's share FICA. Cash value of benefits for clergy includes CPP.

<sup>3</sup> Other remuneration includes company automobile and premium for additional life insurance. For UMPH it includes variable performance pay determined annually.

<sup>4</sup> Benefits for GBOPHB include the following: Travel Accident Insurance, Life, Disability, Dental, Vision, Medical and Retirement Plan for general Agencies' contributions.

<sup>5</sup> Benefits for UMPH include Medical, Dental, Life, AD&D, and Pension and are calculated at 30% of Annual Gross Salary.

<sup>6</sup> This agency is not part of, or subject to, the policies and procedures of the Committee on Personnel Policies and Practices.