



2025 Governance Leader Compensation Disclosure

In 2024, WECU joined several of the largest credit unions in Washington state in compensating the member-elected Board of Directors.

The work of governing a multi-billion-dollar credit union includes establishing the strategic direction, setting policy, and overseeing finances, all of which are growing increasingly complex and time-intensive. Attracting and retaining Board leadership to support this need requires a level of competency and experience consistent with governing a credit union of WECU’s size.

Market-based practices indicate credit unions our size have already implemented pay for Board leaders. The Washington State Legislature approved reasonable compensation for credit union Board leadership. Today, 10 of the 12 credit unions in Washington State with assets greater than \$2 billion compensate their Board of Directors.

Compensation Schedule for 2025

Position	Compensation
Base Pay (Board & Supervisory Committee Members Only)	\$25,000
Additional for Board Chair	50%
Additional for serving as Board Vice Chair and Board Secretary	15%
Additional for serving on both Supervisory Committee and Board	15%
Additional for chairing a committee	15%
Base Pay (Associate Board Members Only)	50% of Board and Supervisory Committee Base Pay

2024 Compensation Paid

Governance Leader	2024 Compensation
Ashok Khanna	\$25,000
Carol Lager	\$28,750
Dale Zender	\$28,750
David Waschke	\$12,432
Gabriel Mast	\$36,721
Jennifer Wright	\$25,000
Kristi Lewis Tyran	\$30,113
Kurt Willis	\$31,916
Margo Hammond	\$25,000
Shonda Shipman	\$28,166
Stephanie Morrell	\$25,000
John Sternlicht	\$18,784