

# COMPENSATION COMMITTEE

## Committee Responses to Preliminary Report Comments

Responder Identification	Comments	Committee Responses
<p>Ronald Schock OH Delegate All Saints 52 fatherronschock@gmail.com</p>	<p>As a point of reference and comparison, could you please share the average non High Court trustee compensation from 2023 or 2024 that includes salary as well as all associated expenses. Thank you.</p>	<p>Thank you for your comment.</p> <p>Assuming the commentor is referring to the High Court Trustee annual compensation and average expenses for 2023 and 2024, the information for the High Court Trustees is listed below.</p> <p>2023: Annual Compensation - \$26,010.00 Average Expenses - \$2,183.00</p> <p>2024: Annual Compensation - \$26,530.20 Average Expenses - \$2,288.00</p>
<p>Rosalie Grams MN Delegate St. Ann 645 rosygrams@gmail.com</p>	<p>In view of the decreasing membership and the increase in compensation, I would recommend a study by the Board to decrease the number of Board members. The reduction should take into account geographic representation as well as diversity of skills, gender and age ranges. Home office staff should not be involved formally or informally in the recruitment process.</p>	<p>Thank you for your comment.</p> <p>The comment would require an amendment to the Constitution and Bylaws. This will be forwarded to the Governance Committee of the High Court for their discussion.</p>
<p>Patty Dahlke MN Delegate St. Anthony 491 pattydahlke@yahoo.com</p>	<p>Will the expected meetings, activities, etc. be listed in advance? So that if there are extra meetings or activities the non-officer trustees and the members will know what qualifies for extra pay?</p>	<p>Thank you for your comment.</p> <p>The expected meetings are the Quarterly Board and Committee Meetings, and all High Court Trustees attend Jurisdiction events as directed by the High Chief Ranger.</p> <p>There are no other meetings that are expected in advance.</p>

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<p>Dr. Jeff Koloze OH Delegate St. Joseph 1630 DrJeffKoloze@att.net</p>	<p>The term “regarding” in the phrase “and regarding all financial” makes the reading difficult. Omitting that present participle would make the reading more mellifluous and the sense obvious.</p> <p>The salaries of the High Chief Ranger and the Vice High Chief Ranger are astounding! Can these officers justify their earnings with a strict account of what they do for the organization?</p>	<p>Thank you for your comment.</p> <p>Your grammatical correction is noted; however, the paragraph is quoted directly from the Constitution &amp; Bylaws and cannot be changed.</p> <p>Please see the High Court Officer Report that will be distributed during the Convention.</p> <p>The compensation of all High Court Officers was reviewed by an outside consultant, and based on the report the consultant believed the compensation was in line with peer fraternal and other similar organizations.</p> <p>Beginning in January 2025, the position of Vice High Chief Ranger and High Secretary have been eliminated.</p>
<p>Marvin Cherney WI Delegate St. Lawrence 1190 marvin.cherney@cherney foundation.org</p>	<p>I agree.</p>	<p>Thank you for your comment.</p>
<p>Greg Cass WI Delegate St. Mary 1763 gregcassjr@gmail.com</p>	<p>I agree with the preliminary committee report. I feel that the cap on the annual increase is appropriate and support leaving that recommendation in.</p>	<p>Thank you for your comment.</p>