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## May 4th Board Meeting Documents

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**Maria Murphy** <maria@carmelchristkindlmarkt.com>

Fri, May 6, 2022 at 5:17 PM

To: Daniel McFeely &lt;dmcfeely@carmel.in.gov&gt;

Hi Dan,

Thank you again for being willing to meet with me so late in the day on a Friday.

I have attached all of the documents which we reviewed today.

I also wanted to note a few things I forgot to mention in our meeting.

I have pulled comps of executive directors to be sure I'm not being "greedy" with my salary request.

Below are a few links and charts to what I found. I do think based on the size of the organization, the amount of people I am coordinating, the second language, and negotiating over six figure contracts (and the list goes on) that 160K is more than acceptable.

I also wanted to note that my original contract (without Brian) was for \$110K. This was on par with what I was making at the bank. I would most certainly be making 160K by this point given my career trajectory.

We added 50K when Brian joined. He was going to be part time at \$40K and 10K was added for insurance. (I have all the documentation if you would like it)

Again, I think going from \$110K to \$160K (after no increase for five years, Brian working full time at the market and doubling the city's investment) is not too much of an ask.

I would also like to mention that the Mayor wants more national and international media attention. In order for me to focus on this with Rob DeRocker I will need to be available to travel and make media pitches. I can't do this without a solid team in place.

This winter I want to travel to Germany while the markets are on going (first market paid trip since 2018) and make connections and get ideas. Again, in order to do this I need to have a solid team.

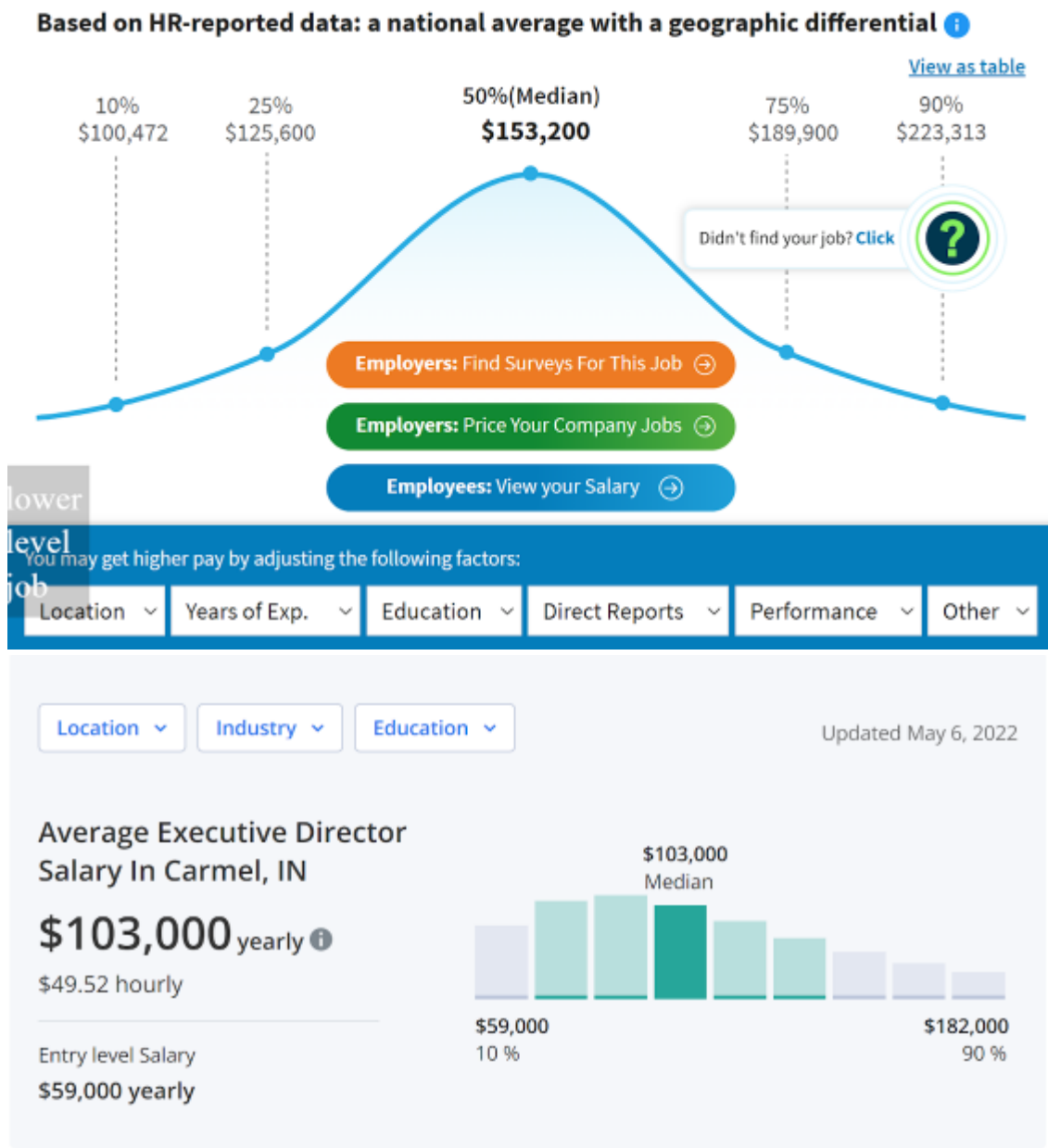
In order for us to have benefits and payroll set up in July we do need to make a decision on WorkSmart by May 15th.

I am also going to be on vacation in Sanibel from May 14th - May 21st.

It would be amazing if we could get this nailed down next week.

Thank you again for your time today.

Sincerely,  
Maria



Examples of Comparable Executive Director Positions and pay range

<https://www.salary.com/research/salary/alternate/executive-director-non-profit-organization-salary>

<https://www.zippia.com/executive-director-jobs/salary/carmel-in/>

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14 attachments



**2022.05.04 - Board Meeting Packet of Information - OPTIMIZED.pdf**

711K

-  **2021 Budget Master.pdf**  
117K
-  **2021 Financial Record Master - Year (1).pdf**  
138K
-  **2021 Market Season Recap.pdf**  
75K
-  **2022 Budget Master - Year (1).pdf**  
144K
-  **2022 Projected W2 Employee Costs.pdf**  
66K
-  **2022 Proposed Hut Layout - Annotated - 4.29.22.pdf**  
5447K
-  **8x8 Glühwein Hut Layout - 4.29.22.pdf**  
90K
-  **2022.05.4 - Board Meeting Agenda.pdf**  
46K
-  **Carmel Christkindlmarkt - CEO job description.pdf**  
114K
-  **Carmel Christkindlmarkt - Director of operations job description.pdf**  
107K
-  **Carmel Christkindlmarkt - Director visitor experience job description\_UPDATED.pdf**  
105K
-  **Carmel Christkindlmarkt - VP of Finance job description\_UPDATED.pdf**  
106K
-  **CCKM - Ball State Stein Resubmission - 4.13.22.pdf**  
659K