

# Unitarian Universalist Church of Bloomington, Indiana

*Seeking the Spirit, Building Community, Changing the World*



## Approved Board Minutes

January 16, 2013

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**Attending:** Deb Hutton, John Lawson, Carol McCord, Kathleen Sideli, John Summerlot, Von Welch (via phone)

**Not attending:** Drew Schrader

**Ex-officio:** Reverend Mary Ann Macklin

**By invitation of the Board:** Chris Haynes and Ruth Sanders from the Sustainable and Fair Compensation Committee

Submitted by Deborah Hutton and Von Welch

## Call to Order

Call to order by Kathleen Sideli, President, at 7:05pm.

Chalice lighting and reading by Kathleen Sideli.

Attendance and check-in.

Changes to the agenda:

- New Business: Request for UUCB to nominate Pres. Morales to be re-elected for a 2<sup>nd</sup> term.

## Approval of Previous Board Minutes

Motion: Approve the December 19th, 2012 Board of Directors Meeting minutes by John Summerlot. Seconded by John L.

Vote: approved unanimously.

## Executive Minister's Report

Reverend Macklin reporting.

1. There is no staff report tonight due to scheduling conflict. The report is postponed to next Board meeting.
2. The sabbatical agreement negotiations with Rev. Barbara Child continue. The question was raised if the Executive Minister approves the final agreement or the Board does. The decision is the Board will approve the agreement at its February meeting.
3. Chalice Lighting Grant<sup>1</sup>: The UUCB has not been able to qualify for Chalice Lighter grant because 10% of congregation has to contribute to district Chalice Lighters program and our congregation's continued growth has made it difficult to sustain that level. However, the district is currently waiving the 10% rule aside, so we plan to pursue a grant.
4. Campus Ministry received a grant to host Margot Adler (NPR correspondent) to speak at UUCB and on IUB campus.
5. Clarification of a remark made during a recent service: More formalized support from existing UUCB staff will be provided for major Earth Kin events (Solstice, Equinox) throughout the year as opposed to hiring new staff for the purpose.

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<sup>1</sup> [http://www.heartlanduu.org/chalice\\_lighters.htm](http://www.heartlanduu.org/chalice_lighters.htm)

6. Technology and Ministry Grant Initiative (TMGI) projects are underway and funds are being spent.

## Old Business

### Sustainable and Fair Compensation Committee (SFCC) Report and Update

Kathleen Sideli (both Board President and SFCC member) presented the SFCC report to the Board [which is attached to these minutes]. She recognized Chris Haynes and Ruth Sanders for their hard work and noted Rob Hongen also worked with the SFCC for a number months and then couldn't continue after December. She noted the SFCC created their own charge at the request of the Board.

The discussion on this report will be split between the public part of the Board meeting and Executive Session, with specifics on salaries in the latter.

It was noted that the UUA's 'Geo Index 2' was the source of salary recommendations for the report and a snapshot of it should be attached to the minutes in case the UUA changes it in the future we have a permanent record of our process. [Attached.]

Kathleen stressed it was important to understand process behind the report so the Board can answer anticipated questions from the congregation.

She also stressed that the Stewardship Committee is looking to the Board for guidance about an ideal target for a UUCB budget and how to communicate it with the congregation. It was noted that in the past, the Stewardship Committee has not put forward an overall target and there is concern that if we set such a target and don't reach it, it will be demoralizing. John Lawson noted that we have occasionally come up short on our pledge drives, and then went out and make specific requests to congregational members and easily made up the shortfall, but we have decided not to do this regularly out of concern people will anticipate it and give less to begin with.

The conclusion was that Board should work with Stewardship on determining if we should set a target and what it should be, with the SFCC serving as a resource. It was noted that UUA resources were and will continue to be very important. Kathleen will also consult with Kay Crider for advice on these questions.

It was noted that if we do set a target, we should avoid getting into individual lines items behind it as that will lead to countless debating about each budget item. However it was also noted we should do education on what the money goes towards. The minutes<sup>2</sup> and the video<sup>3</sup> from the December 2012 Congregational Meeting will be valuable in communicating funding priorities to the congregation. It was commented that the video of the December Congregational meeting was well done by Andrew Beargie.

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<sup>2</sup> <http://www.uubloomington.org/uucb/govt/mtgmins/2012-12-09CongMtgMin.pdf>

<sup>3</sup> <http://www.youtube.com/watch?v=eLuyfUmpqTg>

**Motion:** The Board thanks the members of the Sustainable and Fair Compensation Committee for their dedication, hard work, and excellent report. Moved by John Summerlot. Seconded by John Lawson. Vote: approved unanimously.

## **Monitoring**

See: <http://www.uubloomington.org/uucb/govt/boardpolicies2011.pdf>

### **II.C. Compensation and Benefits**

We are evaluating this topic as part of our discussions of the SFCC report.

### **II.D. Financial Planning**

Current policies related to financial planning are carried out by the Executive Minister and are in compliance with the stated policy.

### **II.E. Financial Condition**

Treasurer John Lawson reporting.

We are fiscally in very good shape with the highest percentage of pledge payments received at this point in the fiscal year (FY) that he can recall in recent years. At the end of the last FY we were roughly \$26k in the red, and are now only roughly \$5.5 in red. Expenses have been below average; at least some of this is timing of expenses.

The question was raised about what percentage of pledges are in the form of automated drafts and whether that percentage has gone up. John L. reported that this has been increasing and people seem happy with this. It was discussed if this should be advertised more as some subsets of the congregation prefer this online mode of giving. The point was made that annual renewal is good since it fosters re-evaluation of pledge amount (hopefully upwards).

The expected cost of re-roofing the UUCB building is \$60,000 and sources for those funds have been identified. As discussed at the Congregational Meeting, the new roof will be metal and a light color that matches the stone. The plan is to do to the whole roof with perhaps the exception of the portico, (Rev. Breeden is checking on this); if so the portico would remain brown and not match the rest of the roof. The roof installation will be in sync with the solar panel installation.

### **SPF By-law Investments**

We have a first quarter, but not second quarter, report, hence we are postponing this monitoring until February until we have the latest report.

### **New Business**

#### **Support of Peter Morales Nomination**

As is standard at this point, Peter Morales running unopposed for UUA President. UUCB has a request to nominate him for that role.

Motion: To sign a nomination document provided by the UUA on behalf of the congregation supporting the nomination of Peter Morales to a 2<sup>nd</sup> term as President of the UUA.

Moved by John Lawson. Seconded by Von Welch. Vote: approved unanimously.

## **Other Business**

### **Clarification for Leadership Cultivation Committee on Organizational Chart**

It was discussed that the Leadership Cultivation Committee is elected by the congregation and hence should fall under the auspices of the congregation rather than Executive Operations on the Organizational Chart. This will be fixed in the next version of the chart.

### **Board Position Descriptions for Leadership Cultivation Committee**

The Board is reminded that the Leadership Cultivation Committee needs any changes to Board position descriptions by next month.

## **Executive Session**

The board met in executive session at 7:58pm. John Summerlot had to depart at this point due to other commitments. Chris Haynes and Ruth Sanders were invited by the Board to stay as representatives of the SFCC. Rev. Mary Ann Macklin was also invited by the Board for this portion of the meeting.

## **Adjournment**

Motion to Adjourn by Carol McCord, and seconded by Von Welch.

Vote: approved unanimously.

The meeting adjourned at 9:07pm.

AGENDA  
 January 16, 2013, 7:00 p.m.  
**UU Church of Bloomington, Board of Directors**  
*Seeking the Spirit, Building Community, Changing the World*

<u>Time</u>	<u>Topic</u>	<u>Reporting</u>
7:00 p.m.	I. Call to Order/ <b>Welcome*</b> Attendance/ Determination of Quorum	Kathleen Sideli, President
	II. Chalice Lighting/Reading	Sideli
	III. Check-in	
7:15	IV. Consent Calendar	
	A. Approve December 2012 minutes	All
	B. Staff report	TBD
	C. Minister's Report	Executive Minister
7:30	V. Discussion Calendar	
	A. Old Business	
	1. SFCC Update and Report	SFCC Committee
8:00	B. New Business	
	1. Monitoring	Executive Minister
	II. C. Compensation and Benefits	
	II. D. Financial Planning	
	II. E. Financial Condition	
	SPF By-law Investments	
	<b>SEE: <a href="http://www.uubloomington.org/uucb/govt/boardpolicies2011.pdf">http://www.uubloomington.org/uucb/govt/boardpolicies2011.pdf</a></b>	
8:30	1. Executive Session	
8:55	VI. Check-out	All
9:00	VII. Adjourn	Kathleen Sideli
SEPARATELY:	Sign-up Sheets	Von Welch

*The primary role of the Board shall be to care for the temporal and spiritual health of the congregation. The Board shall set policy with end objectives and executive limitations, and shall monitor compliance.*

Distribution:

Board Members

John Summerlot [jopsumme@indiana.edu](mailto:jopsumme@indiana.edu)

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Rev. Bill Breeden [breeden@uubloomington.org](mailto:breeden@uubloomington.org)

Administrator

Carol Marks [admin@uubloomington.org](mailto:admin@uubloomington.org)

**From Lisa Presley, Heartland District**

**Comparative UUA Congregational Budgets, Fall 2012**

The comparative budget data comes from the UUA, in a file that they send to staff that contains info for all the congregations.

Your membership was reported at 470, putting you 46<sup>th</sup> in size in the UUA. There is one other congregation that has the same number, in Knoxville (Tennessee Valley). But here are the 10 larger and 10 smaller congregations (adjacent to you) and their budgets. I have put location, members, budget in that order:

	<u>Membership</u>	<u>Budget</u>
Weston MA	551	\$661K
Durham, NC	551	\$806K
Kirkwood, MO	527	\$505K
West Hartford, CT	527	\$679K
Lancaster, PA	525	\$496K
Raleigh, NC	518	\$489K
Santa Barbara, CA	515	\$733K
Summit, NJ	500	\$685K
Westport, CT	487	\$852K
Brookfield, WI	485	\$505K
<b>Bloomington, IN</b>	<b>470</b>	<b>\$501K</b>
<b>Knoxville, TN</b>	<b>470</b>	<b>\$597K</b>
Austin, TX	465	\$690K
Bloomfield Hills, MI	463	\$667K
Burlington, VT	463	\$728K
Oklahoma City, OK	457	\$378K
Annapolis, MD	455	\$687K
Kensington, CA	450	\$966K
Houston, TX	447	\$824K
Des Moines, IA	446	\$565K
Deerfield, IL	441	\$592K

One of the main differing factors in all these budgets are whether they own their building, or are paying on them. Most of the congregations that have smaller budgets are ones that have been around a long time, and might already own their buildings outright.

Another thing that can skew some of the income sides is whether or not they have endowments that help pay for things. Looking at the numbers from who is ranked 46<sup>th</sup> in budget reveals more of this bias on the endowment side of things, I believe. Here are the budgets ranked 40<sup>th</sup> to 50<sup>th</sup> in the UUA.

Clovis, CA	347	\$734K
Santa Barbara, CA	515	\$733K
Charlotte, NC	649	\$730K
Burlington, VT	463	\$728K
Paradise Valley, AZ	425	\$721K
Ottawa, ON	367	\$716K
Shaker Heights, OH	416	\$702K
Princeton, NJ	355	\$702K
Boston, MA	240	\$700K (First Church)
Boston, MA	231	\$691K (King's Chapel)
Austin, TX	465	\$690K



**Salary Recommendations for Church Years Beginning  
July 1, 2012  
Geo Index 2**

Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 -349)			Mid Sized III (350-499)			Large I (500 - 749)			Large II (>750)		
<i>MINISTRY</i>	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Parish Minister, Minister of Religious Education or Community Minister	40,100	50,300	60,300	50,200	64,000	77,700	56,200	73,100	90,000	61,400	80,500	99,800	66,500	87,900	109,700	82,900	112,000	140,800
In multi-minister settings, where one minister is recognized as having primary accountability, a salary differential is merited. Where the functions of a congregation's ministers are found to be closely comparable, the congregation should consider the same salary range for these positions.																		
Interim Minister	<i>Same as the midpoint of the range recommended for congregations of this size.</i>																	
Co-Minister	<i>Same as Minister, pro-rated for part-time</i>																	
Associate Minister	35,000	41,600	48,300	40,000	51,100	62,200	45,000	58,500	71,900	49,100	64,500	79,800	53,100	70,500	87,700	66,400	89,500	112,600
Assistant Minister	32,900	38,900	44,900	32,900	41,700	50,600	36,200	47,400	58,500	38,100	51,400	64,900	39,900	55,600	71,300	49,700	70,700	91,600
<i>For ordained staff, the term "salary" refers to the sum of salary plus housing allowance only.</i>																		
Youth Minister	<i>Same as other ministerial categories according to responsibility.</i>																	
Minister of Music	<i>Same as other ministerial categories according to responsibility.</i>																	
Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 -349)			Mid Sized III (350-499)			Large I (500 - 749)			Large II (>750)		
<i>RELIGIOUS EDUCATION</i>	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
Credentialed Religious Educator - Masters Level	32,400	38,100	43,700	35,600	40,900	46,200	43,100	47,500	51,700	48,600	53,600	58,400	54,100	59,600	65,000	68,700	75,600	82,400
Credentialed Religious Educator	30,200	35,500	40,800	33,300	38,200	43,100	41,100	45,400	49,300	46,000	50,900	55,100	50,900	56,200	60,900	62,300	69,200	74,900
Credentialed Religious Educator - Associate Level	28,900	33,900	38,900	31,800	36,400	41,200	39,100	43,000	47,000	43,200	47,600	51,900	47,400	52,200	56,900	56,000	61,700	67,200
Religious Educator	27,400	31,500	37,000	30,100	35,400	40,700	34,400	40,400	46,300	37,600	44,300	50,900	40,900	48,100	55,300	47,300	57,000	65,300
Religious Educator Coordinator	22,200	25,600	29,400	24,400	28,800	33,100	27,900	32,800	37,700	30,500	35,900	41,300	33,200	39,000	44,800	38,400	46,200	53,100

**Salary Recommendations for Church Years Beginning  
July 1, 2012  
Geo Index 2**

Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 -349)			Mid Sized III (350-499)			Large I (500 - 749)			Large II (>750)		
MUSIC	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>UUA Credentialed Music Director</b>	31,700	37,200	44,700	35,500	41,800	48,100	40,600	47,800	54,900	44,100	51,900	59,700	52,200	61,400	70,600	61,800	72,700	86,500
<b>Music Director</b>	28,900	35,500	43,700	31,800	38,200	46,200	39,100	45,400	51,700	43,200	50,900	58,400	47,400	56,200	65,000	56,000	69,200	82,400
<b>UUA Credentialed Choir Director</b>	24,200	29,900	36,800	27,400	33,000	40,000	33,200	38,500	44,400	37,000	43,600	50,000	41,000	48,700	56,400	48,500	59,900	71,300
<b>Choir Director</b>	23,000	28,500	35,000	26,100	31,400	38,100	31,600	36,700	41,700	35,300	41,500	47,700	39,000	46,300	53,700	46,200	57,100	67,900
<b>Organist</b>	18,800	23,100	28,400	20,600	24,800	30,000	25,500	29,500	33,600	28,100	33,000	38,000	30,800	36,600	42,300	36,400	45,000	53,600
<i>Add 20% if the administration of the music program is provided by the Choir Director or Organist</i>																		
The UUA's salary recommendations for Musicians differ from those of the American Guild of Organists. The UUA's figures are based on church size and the AGO's are based on education, experience, the inclusion of benefits and the definitions of the various positions.																		
Number of Members	Small (<150)			Mid Sized I (150- 249)			Mid Sized II (250 -349)			Mid Sized III (350-499)			Large I (500 - 749)			Large II (>750)		
ADMINISTRATIVE AND OPERATIONS	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX	MIN	MID	MAX
<b>Business Administrator</b>							40,500	49,700	58,800	42,200	52,300	62,200	43,900	54,800	65,600	47,300	59,100	71,000
<b>Congregational Administrator</b>	31,400	36,800	42,300	32,500	38,300	43,900	33,100	38,800	44,700	33,600	39,900	46,200	34,100	41,000	47,900	34,600	42,300	50,200
<b>Office Administrator</b>	25,900	30,300	34,800	26,800	31,500	36,300	27,100	32,100	36,800	27,900	32,900	37,700	28,800	33,700	38,700	29,100	34,900	40,900
<b>Office Assistant</b>	21,700	25,300	29,400	22,000	25,900	29,900	22,700	26,400	30,600	23,000	27,100	31,300	23,600	27,800	31,900	24,300	28,500	32,800
<b>Bookkeeper</b>	26,700	31,500	36,100	27,500	32,400	37,200	28,000	32,800	37,800	28,700	33,700	38,700	29,400	34,600	39,700	29,900	35,900	41,900
<b>Membership or Volunteer Coordinator</b>	26,400	31,100	35,700	27,400	32,300	37,000	27,900	32,800	37,500	28,700	33,600	38,600	29,300	34,500	39,800	30,400	35,600	41,000
<b>Custodian</b>	23,100	25,000	30,300	23,100	25,800	30,300	23,100	26,300	30,300	23,100	26,900	30,800	23,100	27,500	31,400	23,800	28,300	32,100
<i>Hourly Rate</i>	11.13	12.01	14.54	11.13	12.40	14.54	11.13	12.64	14.54	11.13	12.93	14.84	11.13	13.23	15.08	11.42	13.62	15.47
Capsule job descriptions are intended as a standard for establishing the appropriate salary range for employees. These capsules should guide congregations in assigning the appropriate salary range for a position. They are not a total or all-encompassing description of the work.																		

# CONGREGATION NOMINATION FORM

*This is part of a UUA nomination petition. A congregation should send this completed form to the candidate, who will file it by February 1, of election year, with the complete document.*

## FOR NOMINATION FOR MODERATOR OR PRESIDENT OF THE UNITARIAN UNIVERSALIST ASSOCIATION

*(Use a separate sheet for each congregation.)*

**Peter Morales**

Name of Nominee

was designated as a nominee for the office of: *(circle one)*  
MODERATOR or **PRESIDENT** of the Unitarian Universalist Association by

**UU Church of Bloomington Inc.**

Name of Congregation

2120 N Fee Ln , Bloomington, IN 47408-1646

Address (City, State/Prov., Zip/Postal Code)

HD

District \*

Circle one:

A. At a duly called meeting of the members of the congregation.

B. At a duly called meeting of the governing board of the congregation.

This meeting was held on Jan 26, 2012 (date of meeting).

Date ~ Signature of President / Chair / Minister / Secretary / Clerk (Circle one)

*\* Congregations which are not members of any District may participate in the nomination of Moderator and President and count in the total of twenty-five congregations required, but at least five districts with at least five congregations from each district must be included among the nominating congregations.*

**Please return by Dec 31, 2012**

Morales for UUA President  
Attn: Sara Mellen, Nominations Coordinator  
6147 Union St.  
Arvada, CO 80004

# **Sustainable and Fair Compensation Committee Report**

Christopher Haynes, Carol McCord, Ruth Sanders, Kathleen Sidel

January 14, 2013

## **Background**

The fair compensation of our staff (including ministers) has been a major concern of the Board for several years. This concern was heightened in late 2011 and early 2012 as a Unitarian Universalist Association (UUA) consultant (Art Hillman) informed the Board that the compensation of our called ministers was seriously uncompetitive, which could jeopardize the sustainability of our fine ministry should we lose either of our called ministers. This prompted the Board to create, in March 2012, the ad hoc Sustainable and Fair Compensation Committee (motion appended).

In July 2012, Reverend Breeden announced his intention to retire in July 2014, which added immediacy to the sustainability concern. Additional UUA consulting (Kay Crider, Lisa Presley, Barbara Child) was engaged to address related transition and stewardship issues.

## **Package Compensation**

Currently our salaried staff members are compensated using a model in which benefits are rolled into a compensation "package." Staff members have considerable leeway in determining how their package funds are allocated among their benefits and base compensation amounts, and only the total package amount is included in the annual budget approved by the congregation. The flexibility of the package model has been useful in some respects, but may also skew compensation intentions. For example, insurance costs may vary due to partner benefits, and these discrepancies are borne directly by the staff under the package system.

Although the package system was once the UUA's preferred compensation model, at least for called ministers, its use has been discouraged in recent years in favor of a more standard salary and benefits model. Our continued use of the package system makes comparison of our staff compensation with local and national salary norms difficult and misleading. The Board has recognized this problem for several years, and the adjustments and transitions required by sustainability and fairness present an opportunity to make this change as well. Our existing compensation packages for our called ministers include the following benefits: housing, insurance, professional expenses, retirement, and section 125 plan. The packages of other salaried staff include some subset of these benefits.

## **Compensation Norms**

The UUA publishes guidelines for "Compensation for Congregations":

<http://www.uua.org/careers/compensation/fair/index.shtml>, which include "Salary and Fair Compensation for Congregational Staff":

<http://www.uua.org/careers/compensation/fair/178552.shtml>. These norms are based on base salary, including minister's housing allowance, but without other amounts in our current compensation packages.

The UUA compensation norms reflect all combinations of several factors: geographical index, congregation membership size ranges, MIN, MID and MAX salary levels, and staff position categories. Consultants advise us that "Geo Index 2" is appropriate, reflecting the relatively low cost of living in Bloomington. In size of congregation, we have just moved from the "Mid Sized III" range of 350 to 499 to the "Large I" size range of 500 to 749. The committee has done its best to match our staff positions with the norm position categories. The normative salaries are based on compensation for roughly equivalent positions in non-profit organizations.

There is considerable spread between MIN and MAX values, so the committee's analysis is based on the MID salary norms in our size range. It is significant that the Mid Sized III range is much smaller than the Large I range, and we are near the bottom of the Large I range. Rather than just using the Large I range, the committee believes that for at least the next several years more meaningful norms may be computed by a "linear interpolation" to a bit more than our current size, say 550, from the mid-points of the Mid Sized III and Large I ranges. (Imagine graphing salary vs. size, drawing a straight line between the norm size points, and noting the salary value at the 550 point.) This computation is the source of the norms in our working spreadsheet.

### **Contrasting Fairness and Sustainability Concerns**

We assume the UUA norms simultaneously reflect, at least approximately, our long-term goals for both sustainability and fairness. Yet sustainability and fairness are quite different in character and in short-term urgency.

Fairness is an ethical concern that applies equally to all our staff and it is of equal importance over time.

Sustainability refers to our ability to maintain the high quality staffing that sustains all aspects of congregational life. Factors affecting staff hiring and retention vary considerably among staff positions, so sustainability concerns are not uniform across the staff. While retention is always an issue, when a particular position needs to be filled the compensation that can be offered is of immediate importance.

Both of our current called ministers had deep roots with our church and the Bloomington area prior to our call, and have grown along with our church in their professional capacities. This doubtless contributed to our ability to attract and retain them at compensation levels well below the norm: a rare circumstance we cannot expect to repeat. To attract and maintain called (and interim) ministers capable of sustaining the high quality of ministry to which we are accustomed, we must offer compensation that is competitive at the national level.

### **Stewardship Planning**

For purposes of stewardship planning we need to consider the cost of salary, benefits, and professional expenses when computing the shortfall of our current budget. For this we are using the UUA recommendation that benefits and professional expenses be 30% and 10% of salary, respectively.

The committee is agreed that professional expenses should not be budgeted as a benefit, but should rather be a separate budget line. Currently our staff's professional expense amounts are about 6% of salary (including housing but not other benefits).

We assume that our Sustainable and Fair compensation goal should be consonant with the appropriate UUA norms for all of our staff, including achievement of this goal as soon as stewardship allows. As the shortfall from our current budget is substantial, a plan is needed for incrementally increasing stewardship goals over several years.

To sustain the high quality of ministry to which we are accustomed, it is critical that the compensation available for our called ministers be competitive with suggested norms by the time Reverend Breeden's replacement is hired. In accord with UUA recommendations for ministerial transition, Reverend Breeden's retirement will be followed by two years of interim ministry. We need competitive compensation not just for Reverend Breeden's replacement, but also to attract an

Interim Minister with the skills to assist our congregation in the critical processes of reflection and search during the interim years.

Thus our stewardship plans need most critically to address with clarity and effectiveness our called minister compensation needs for the next two to four years. This should be in the context of planning that begins to address shortfalls in the compensation of other staff and clearly articulates our longer term expectation of meeting all of our fair compensation goals.

These considerations inform the committee's ongoing refinement of a timeline reflecting stewardship needs with respect to compensation for at least the coming decade. It is important that 2013 stewardship efforts make a substantial attempt to broadly inform congregants of compensation-related stewardship needs in our transition to and maintenance of compensations goals in following years.

Our preliminary timeline calculations reveal a considerable shortfall from our current annual compensation budget. We have recently received (from Lisa Presley) total budget values for a number of upper-mid and lower-large size UUA congregations. It appears that if our compensation shortfall were met, our budget would rise to a level comparable to that of other UUA churches of about our size.

### **Next Steps**

The committee will share printed summary charts of its recommendations at the board meeting on Wednesday, January 16 and will remain prepared to respond to any questions the Board and the Finance Committee may raise with regards to the report and the charts. Please note the Committee prepared an extensive additional working chart which may clarify the process and methodology used to prepare the final summary and recommendations.

Please note that the Committee has not suggested a communication plan as charged since this seems to be under the purview of the Board and the Stewardship Committee. But the Committee would be happy to provide information to those groups if requested.

### **Acknowledgements**

The committee would like to acknowledge the input of various individuals cited above as well as the support of John Lawson, Treasurer, for providing a thorough accounting of current staff compensation, and the service of Robert Hongen, who resigned from the committee in December.

### **Addenda**

#### **1. MOTION: Sustainable and Fair Compensation Committee**

Moved: The Board create a Sustainable and Fair Compensation Committee, for a term of one year, with the following membership: Christopher Haynes (chair), Robert Hongen, Carol McCord, Ruth Sanders and Kathleen Sideli. The Committee is charged to:

1. comprehensively evaluate the current compensation of all our staff in the context of our community and comparable congregations,
2. develop a plan for transition to compensation that is both fair and sustainable, including the event of staff transitions,
3. suggest approaches for communicating the plan and its motivation to the congregation.

The Committee shall provide a preliminary report of its findings at the September 2012 Board meeting and a final report at the February 2013 Board meeting.