

**Monitoring Report: Compensation and Benefits**

*3.9 Compensation & Benefits: With respect to employment, compensation and benefits to employees, consultants, and contract workers, the Senior Minister shall not cause or allow jeopardy to fiscal integrity and shall not fail to strive for fair compensation. Accordingly, the Senior Minister shall not:*

*3.9.1 Change his or her own compensation, benefits, or allocated professional expenses as established by the Board.*

*3.9.2 Promise or imply permanent or guaranteed employment.*

*3.9.3 Establish current compensation and benefits that:*

*a. deviate materially from the geographic market for the skills employed, or*

*b. create contractual obligations over a term longer than revenues can be safely projected and in all events subject to losses of revenue*

We are in compliance with this limitation. I have not changed my compensation, benefits or allocated professional expenses since I was called here in August 2015. I have not implied or promised guaranteed employment. All employees of the congregation, with the exception of the settled Senior Minister, are "at will" employees; employment can be terminated with cause as per our HR policy. Under separate attachment I will send our updated HR Policy. I ask for the Board to approve this at its April Board Meeting.

All of compensation and benefits are in line with our geographic market and fair compensation guidelines as published by the UUA each year. Any contractual workers are all subject to losses of revenue. Should our revenue change dramatically we have downside contingencies in budget cuts to offset those revenue loses. Only as a last resort would I reduce salaries through a reduction in hours and duties. We are within budget for all compensation including LFD staff, which will meet our current budgeted amount for the next fiscal year.

That said, I hope to offer the entire staff, including me, a cost of living increase in the next fiscal year of 2%. I would need the board's approval to change my salary but I would only increase the staff compensation if revenue justified and with the Finance Committee's approval.

**Report on Faith Formation and Youth**

I have asked Rev. Shelly to report on the data, current state and future plans of our Faith Formation Ministry as it pertains to our youth. She will send that under separate cover.

## Remaining Questions from our Discussion of Previous Monitoring Reports

1. Ken's comment from November 2018: "I would like a better understanding of this statement: "I have served six congregations in my career and I have never seen such dedication to the life of a congregation as I do here." I think the comment about demographics is a key input to board ends selection and prioritization and deserves more attention."

My response: As UU congregations go, TUCW is highly dedicated to the mission of the congregation. This is reflected in the many new initiatives that congregants suggest and follow up on as well as the high volunteer retention in key ministries such as Worship Associates, Pastoral Care Chaplains and Social Justice. The model of identifying and encouraging leadership development through our Leadership Development Team is largely responsible for this success. There is also a tradition of lay service that is the result of Frank taking a more hands off approach to administration.

2. Doug's Comment from February 2019: "Happy to see that we are maintaining a relation with the Metro group that has a large youth following that is having CONS. Youth need to see that there are lots of other Youth in the area. These events link the youth to the greater UU community. I assume plans are in place to host a CON next fall? Do we have any statistics on how new families are finding us? Again, what efforts are we making to attract new families?"

My response: When we first moved to the New England Region we were told by the Central Eastern Region (of which Metro NY was a part) that our youth would be grandfathered out of participating in the cons. Last year, apparently because of low turnout, our congregation was re-invited to participate in youth cons in the Metro NY area. This was a huge plus for us as there are very few cons in New England. We have no plans to host a con here at this time. Our Youth Group has not been strong enough to take on that task. As to statistics on new families, I will defer to Rev. Shelly. One proviso though: Measuring the number of children and families who are registered is only one measure and not necessarily the best one at that. As we are learning from those congregations that are doing successful faith formation, families come when their entire family is engaged in the worship and social life of the congregation. It is towards that direction we are headed.

3. We have an initial discussion on safe congregation policies which we do have in place and they are working well. The Safer Congregation Team has taken up the task of creating a protocol on active shooters. More on that in the future. The issue of disruptive persons will remain the purview of the COM. We have a Covenant of Right Relations and a Disruptive Behavior Policy in place. I will discuss with the COM the efficacy of conflict management training for them.
4. Carrie asks: "I'm very happy to see that TUCW is doing important work towards this end (dismantling racism). I think the question Steve brought up is very important, and I would love to talk about this issue as a generative discussion during one of our meetings. I would also like

to understand better the pros and cons of addressing potential church programming by Congregational resolutions.”

My response: I agree that working on Anti-racism is very important for us. Margalie our intern minister will be using her focused initiative project to chart a way for us to address this within our congregation. As to the efficacy of using congregational resolutions to address issues such as these, I think the Board needs to debate this. The #Me Too Resolution did have some resistance among some who didn't feel they could speak out against it. Is this an issue we should address?

5. MJ asks: “How do we go beyond the status quo and become a Congregation that can support our maintenance and Capital needs while also adequately supporting/paying our hard working staff?

Can we get LDC graduates and current participants to be stewards this year? The dedication Rev John speaks of will turn into burnout unless we can transition new leaders into the roles needed.

Is there a Board role in addressing the concerns Rev John raises in these reports – in this report he noted TUCW needs to find ways to reach the 2 largest populations in Westport – under 18, and 30-45 year olds. Millennials are a small population in our town so focusing outreach to them is unlikely to be as productive. I think this is a Board generative discussion area.”

My response: Building a culture of stewardship takes years of concerted effort. I think we are on our way. Recognizing leadership, celebrating giving, and building community are all necessary to be generous stewards towards our future. I do think this capital campaign was necessary. We just can't budget sufficient resources to take on large repairs and improvements. That said, we need to do all we can to return money to building reserves and not wait twenty years between capital campaigns. Every ten years is necessary. We are constantly thinking about how to attract a younger demographic to our congregation. I welcome all ideas.

Respectfully submitted, Rev. Dr. John Morehouse