

Senior Minister's Report March 2020

Monitoring Report: Compensation and Benefits

3.8 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:

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

3.8.2 Promise or imply permanent or guaranteed employment.

3.8.3 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. New to us this year is a state requirement that all staff undergo sexual harassment training. The staff (and others in our leadership) will be offered this training in May or, in case of virus disruption, September.

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 Faith Formation staff, which will meet our current budgeted amount for the next fiscal year.

That said, I hope to offer the entire staff, including me, another cost of living increase in the next fiscal year of 2%. I am also hoping to increase our Faith Formation staff from three to five. This will give us the professional coverage we need in each age group of classes. I hope to pay for this with a reorganization of staff duties and compensation. I would only make these changes if our revenues permit.

I deeply appreciate the Board's allocation of my sabbatical reserve to paying for my Spiritual Director program at Shalem. I have been formally accepted and begin my on line work later this month.

We have a great staff who are hardworking and fairly paid thanks to the generosity of our congregation.

Respectfully Submitted, Rev. Dr. John T. Morehouse

