

**Monitoring Report  
December 2011**

**Policy 2.5 COMPENSATION OF RELIGIOUS PROFESSIONALS AND CHURCH  
STAFF**

**Policy 2.5:** With respect to religious professionals throughout the Association and our congregations, and to all program and administrative staff employed by our congregations:

- **the President shall not fail to provide information necessary to help our congregations remunerate all staff with fair, equitable, and geographically consistent compensation packages.**

**Operational Definition:** Congregations and other UUA-related employers shall be informed of the “fair compensation” standards of the UUA. A fair, equitable, and geographically consistent compensation package is one that:

- Pays salaries proportionate to responsibilities and accountabilities.
- Provides benefits (dental insurance, disability insurance, health insurance, life insurance, retirement contributions, employee leave, and other personnel-related provisions) and pays premiums equally to all eligible employees, (pro-rata for part-time employees) regardless of position.
- Takes into consideration local economic conditions, wages, and costs-of-living.

**Rationale:** The 1995 UUA General Assembly action entitled, “To Sustain the Living Tradition,” established the criteria defining what constitutes “fair compensation” by UUA congregations. This criteria has periodically been modified by both the UUA Board of Trustees and the UUA Compensation, Benefits, and Pension Committee (see to be the Compensation and Employment Practices Committee).

**Supporting Data:** Compensation-related information is readily accessible and/or disseminated to congregations, religious professionals, other employees, and others across various media including:

1. the UUA Website where it is prominently displayed under the “Careers and Callings” banner;
2. the UU-Money, UU-Leaders, and other email lists;
3. the weekly newsletter, “One and One,” published by the Ministries and Faith Development Staff Group;
4. an annual “open enrollment” mailing to all congregations about the UUA Health Plan
5. ongoing mailings about the UU Organizations Retirement Plan sent by both the Office of Church Staff Finances and TIAA-CREF;

6. periodic notices disseminated through the various UUA-related professional organizations;
7. workshops offered by the Office of Church Staff Finances at General Assembly and at various gatherings of religious professionals;
8. through the UUA District Compensation Consultants who present the standards of fair compensation to congregational boards, ministerial search committees, and District/Regional gatherings.
9. With the assistance of District Compensation Consultants, the Office of Church Staff Finances currently maintains three levels of recognition for congregations: Leadership, Practicing, and Committed. Presently 130 congregations and districts are considered Practicing while another 139 have committed themselves to fully complying with the Guidelines within five years. The newly adopted Leadership Designation will be awarded during the coming year. To achieve Leadership Status, congregations and districts must pay 80 percent of the health insurance premium for employees, 50 percent for dependents, and provide professional expenses to all professional staff that equal the greater of 10 percent of salary (salary and housing for ordained clergy) or \$5,000 pro-rata for part-time employees.

**Therefore, I report COMPLIANCE.**