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One Thing Going On

Fair Compensation Leadership Level Recognition Postponed

In 2014 the Office of Church Staff Finances will begin new fair compensation projects. We will review the fair compensation program with an independent, professional compensation consultant. The current guidelines and the salary recommendations were developed with the support of a consultant over 15 years ago. We should conduct a regular, thorough and independent review to maintain their accuracy and applicability.

The Compensation, Pension and Benefits Committee reorganized as the Retirement Plan Committee in 2013. As such, they are no longer responsible for determining fair compensation guidelines. We will establish a task force to advise us on what constitutes fair compensation compliance.

Our fair compensation program should reflect the latest thinking of UU lay and professional leaders and independent professionals. These projects are imminent and may change elements of the compensation program. This work will allow us to establish relevant recognition expectations.

Questions? Contact Betsy Gabriel at bgabriel@uua.org.

One Useful Tool

Mental Health Issues and Recommendations

Approximately 26.6% of the American population (57 million people) live with a diagnosable mental illness. Faith communities have a significant role to play in the public square and in our congregations, modeling behavior that is inclusive, affirming, and welcoming. We must all resist the temptation to use stereotypical notions of mental illness in written, email, social media, and other communications, particularly the idea that acts of mass violence are caused by people living with mental illness.

There are a number of mental health initiatives underway throughout our Association. The Equal Access Mental Health Caucus and the Unitarian Universalist Mental Health Ministry are both led by Rev. Barbara Meyers, a community minister with Mission Peak UU Congregation. She has developed resources, manuals, videos, a television show, and training modules all focused on educating religious and lay leaders on mental health issues. Unitarian Universalists have connections with national mental health organizations while also supporting individual congregations in their advocacy and education efforts.

This excellent set of resources developed by the Equal Access group addresses ways to reduce stigmatization of those with mental health issues, as well as promote greater inclusion in our UU faith community:<http://www.equalaccess.org/resourcelinks.html>