Your Hosts

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Working Mission Statement

Guided by the values of our faith, we equip congregations for excellence as employers and their staff for financial competence and well-being.
Who’s in the Room?
Our Time Together

1. The Big Picture
2. History of Compensation Program
3. Understanding Compensation
4. Responding to Congregational Challenges
5. Our Compensation Program Review
6. Theological Reflection

For “nuts & bolts,” talk to us, see website.
The Big Picture

Why do congregations hire people?
What is your congregation’s mission?
What do you value?
How do these values apply to staff?
What difference does compensation make…

To the staff member?
To the congregation?
Compensation History

Long history…

Pervasive problem: inconsistent, arbitrary compensation

1990 UUA Committee on Ministerial and Church Staff Compensation formed

1994 report, “To Sustain the Living Tradition”
Compensation History

To Sustain the Living Tradition Report (1994)

- Similar challenges today
- What is appropriate and reasonable?
- Recommendations:
  - Salary guidelines
  - Basic benefits package for all full-time staff, “not to be bartered”
  - Housing cost index

1995 General Assembly adopts Fair Compensation Guidelines
Compensation History

From 1995 to Present

• Expanded benefits
• Added more positions and capsule descriptions
• Moved to wage-based Geo Index (from housing cost index)
• Increased Geo Indices from 5 to 7
2017 Fair Compensation Guidelines

1. Salary recommendations
2. Ministers’ “in lieu of FICA” (self-employment tax offset)
3. Insurance: Health, LTD, Life, Dental
4. Retirement Plan
5. Vacation
6. Professional Development
7. Professional Expenses
8. Personnel Policies
Compensation Program

What has changed since 1995?
Understanding Compensation

Components of Compensation

• Wages
• Benefits
  – Work/life balance
  – Income protection
• Intangibles
Understanding Compensation

Compensation Policy Framework

1. Internal alignment
2. External comparisons
3. Individual factors
4. Management
5. Strategic Choices
Understanding Compensation

Internal Alignment

How does compensation compare among positions in a single congregation?
Understanding Compensation

External Comparisons

How does a congregation’s compensation compare with similar organizations/jobs elsewhere?

Consistency and Competitiveness
Understanding Compensation

Individual Factors

What factors about the individual employee contribute to their compensation?
Understanding Compensation

Management

How is policy set, implemented, and monitored?
Understanding Compensation

Strategic Choices

UUA Congregation
Understanding Compensation

Policy and Practice

**PRIORITY:**

Good communication!

Clarity
Transparency
Kindness
Collaboration
Congregational Challenges

• Expectations of staff expanding
• General economic pressures
• Rising benefit costs, esp. health ins.
• Diversity and privilege considerations

* Come to our Saturday workshop. *
Compensation Program Review

Imagining the Next Compensation Program

• Work includes
  – Advice from paid consultant
  – Input from constituency groups
  – Our own research (e.g., other religious denominations, nonprofits)
  – Practical, philosophical, and theological aspects

• Components
  – Salaries
  – Benefits
  – Staffing practices

“Employer of Choice”

• Practical guide, theological questions
Compensation Program Review

(Potential) Process and Timeline

- In progress: Educating ourselves
- Fall 2017: Propose new standards
- Spring 2018: Get feedback
- Fall 2018: Approval of new program
- 2019: Communicate, pilot, begin phase-in
- 2020: New standards in place
Compensation Program Review

Program Identity
Compensation Program Review

A few (of the many) things we’ve been pondering…

• What makes a congregation a good employer?
• Same recommended package for all employees?
• Standard package - in tension with diverse needs?
• How do we ensure broad buy-in?
• UUA awards designation or congregations self-certify?
• Can we pilot a new program on a limited basis?
• What does phase-in look like?
Theological Reflection

Making meaning

- Living our mission and values
- Framing and storytelling
- Relationship-building

Especially for challenging times

- Gratitude
- Joy
- Integrity
Thank you!