

Unitarian Society of New Haven
Minutes of the Board Meeting of the Board of Trustees
October 21, 2014

Accepted November 13, 2014

Board Members Present: Dan Gelperin, David Jones, Merrily Kaplan, Holly Hawkins, Mary Donohue, Mary Losee, Russell Heinrich, Rod Groff, Peggy Rae

Board Members Absent: Suzanne Miller

Also Present: Sandy Frawley, Susan Meredith

M. Donohue called the meeting to order at 7:00 pm and P. Rae recorded the minutes. A quorum of Board Members was present, and the meeting proceeded with M. Donohue presiding.

Ministerial Compensation Package for Search Negotiations

The Ministerial Search Negotiating Team (R. Heinrich, S. Frawley, and S. Meredith) proposed a compensation package to be used in negotiations with a candidate being offered the position of USNH's settled minister.

The proposal includes a salary range that meets UUA recommendations for a congregation of USNH's size and geographic location, and benefits are in accord with UUA Fair Compensation guidelines, which are also specified by USNH's Personnel policy. The benefits include contributions for life, disability, dental, and health insurance; pension contribution; professional expenses; and FICA and worker's compensation, as required by law.

The salary range is higher than that offered in last year's search. R. Heinrich explained that after discussions with UUA consultant Rosemarie Smurzynski and our Ministerial Search Representative, Olaf Nieuwejaar, the team felt this salary range would better serve the needs of USNH. The UUA's salary recommendations take into account experience and skill levels, and the proposed salary range fits candidates with ministerial experience of a few to several years, a desirable attribute for a congregation of 300+ members like ours. The higher salary range should also attract a wider pool of candidates and give the Search Committee more flexibility in selecting a candidate.

The total compensation cost will depend not only on salary but also on health insurance costs, which will be affected by the candidate's age and extent of family coverage. The team provided low and high estimates of the total compensation cost (salary + benefits) and compared these with the amounts currently budgeted for our

Interim Minister. For a 35-year old single minister at the lowest salary, the cost would be about \$11,000 less than in this year's budget. For 64-year old minister at maximum salary and with family coverage, the cost would be about \$20,000 more than at present.

Board members expressed some concern about increasing ministerial compensation costs beyond those currently budgeted, but agreed that having a higher salary range to work within was desirable. They accepted the proposal and urged the Negotiating Team to proceed prudently.

MOTION D. Gelperin, to accept the proposed ministerial compensation package; **SECONDED** Rod Groff; **PASSED** unanimously without dissent or abstention.

The package will be presented to the Congregation for its approval at the October 26, 2014 Congregational Meeting.

Adjournment

The meeting was adjourned at 8:10 pm, there being no further business before the Board.