

Unitarian-Universalist Church of Nashua, NH (UUCN)

Board of Trustees (BoT) Meeting

April 11th, 2016

Present: David Hudson, Kate O'Shea, Mike Wilt, Mary Licking, Lance Pratt, Steve Hedges, and the Reverend Allison Palm. Absent (excused): Ellen McCormick, Rick Spitz, Carol Wagner.

The timekeeper was Mary. Kate performed the reading for the chalice lighting. BoT members were invited to Check in. David led a discussion of the proposed consent agenda, which included the minutes for March 14th (regularly scheduled) meeting and the April 3rd (special) meeting, 2016. A motion passed made by Steve and seconded by Lance to approve the consent agenda.

David led the discussion regarding the White Wing Board Status report (see attached). In addition to the remarks on report submitted, he indicated that someone with an historical connection to the church who currently resides outside of New England contacted the church office to relay a number of ideas regarding White Wing School (WWS), at least some of which may have some potential for development. UUCN staff member Lori Lerude met with the person on the telephone and captured the ideas. While it was mentioned in the minutes of the March meeting that visioning for WWS would be discussed at this meeting, that conversation has been postponed to a date to be determined.

The Reverend Allison Palm gave the Minister's Report (see attached). The Reverend Palm noted, in addition to the remarks in the report, that 1) Sandra Greenfield, UUCN's Interim Director of Lifespan Religious Education, will give a sermon on May 22nd. The purpose of the sermon is to introduce to the congregation the concept of Faith Formation. The Rev. Palm noted the intent is to change the title of Director of Lifespan Religious Education to Director of Faith Formation. After the service, congregants will be given the opportunity to attend a session to ask questions and to further reflect on the sermon. 2) The AV Team has made a number of changes in the slides that are projected during services that allow attendees to see the words to hymns and covenants. In the BoT discussion on this topic, it was brought out that feedback has been given to the AV Team that one of the changes in the slides, the type being smaller than before, has made the slides unable to be read by some attendees. 3) The question was raised about whether UUCN is on track to withdraw from the endowment the amount that was budgeted for this fiscal year. The answer to this was unclear and more research is needed. 4) \$308K is the amount that has been pledged up to this point for next fiscal year and that includes 164 pledge units. There are some pledge units yet to respond. 5) The Reverend Palm extended a thank you to the BoT members who participated in the event, The Installation of The Reverend Allison Palm, which was held yesterday. NOTE: As BoT President, David was the only BoT member required to attend – and did attend and had a solo speaking role. There were other BoT members who also attended, both in person and on the Internet, and who served in various other roles.

Lance and the Reverend Palm led a discussion on the governing policies, specifically, III.B Monitoring Executive Director Performance. At the March 14th meeting, the BoT resolved to start the process of refining a table that appears immediately under the words, "Table needs further refinement" and assigned the task to a group composed of 1) Ellen, 2) Lance, and 3) the Reverend Palm. The group met and presented their ideas to the BoT (see attached). The BoT discussed the proposed table that was submitted and determined the table needs further refinement and perhaps a policy change may be required before nominating and voting on it. The external audit, recommended by the UUA every three years, will be started next summer. It was also mentioned that the Strategic Advisory Team is working on a five year plan.

David led the discussion regarding two policies submitted by the Invested Funds Committee, a committee of the BoT (see attached, NOTE: PROPOSED: v3b... has lighter color type to depict the BoT's suggested changes). It was consensus of the BoT that in the PROPOSED: v3b, Investment Strategy of the UUCN Invested Funds Committee, 1) "Preservation and growth of capital when possible" be changed to "*Preservation of capital*", 2) a bullet will be added under "Invested Funds Policy" and will read "*Individual gifts to the UUCN will be the principal*

way capital growth is achieved.” That bullet will be inserted after the second bullet and before the third bullet (occupying the position of the third bullet and the current third bullet will then become a fourth bullet) and 3) the bullet under the header, “Invested Funds Withdrawal Policy” will be changed to read, “The IFC will recommend withdrawal of funds for UUCN based on calculations using methods consistent with *the invested funds management objectives and prudent* management industry standards for non-profit organizations.

The next regularly scheduled meeting is when the PROPOSED: v3c, UUCN Establishment Policy of the Invested Funds Committee (IFC) (see attached) will be taken up by the BoT.

A motion passed to go into Executive Session made by Steve and seconded by Kate.

The BoT emerged from Executive Session.

The Reverend Palm left the meeting.

Steve led a discussion on ministerial compensation. The BoT is in a time crunch regarding its responsibility to provide to the Executive Director a figure to put into next year’s budget for ministerial compensation for salary and housing. The first performance assessment for the minister is to be completed and submitted to the UUA by November 2016. No performance assessment will be completed during this fiscal year. Therefore, the BoT must use other means to arrive at a figure for ministerial compensation for the next fiscal year. Please see the attached five pages of charts presented to the BoT regarding ministerial compensation. The information on those charts was the focus for the discussion. A motion passed made by Steve and seconded by Kate to submit to the Executive Director the figure of \$91,400 to put into next fiscal year’s budget for ministerial salary and housing. The figure for the current budget is \$88,500.

The Reverend Palm returned to the meeting.

It was the consensus of the BoT to schedule a second meeting in May because we need extra time to review and discuss next year’s budget. We will use our regularly scheduled meeting on May 9th as a budget session and a Special Meeting of the Board of Trustees will be held May 18th at 7 pm to conduct our regular monthly business and to receive the report of the Bylaws Committee. It was the consensus of the BoT to schedule an information session regarding White Wing School for May 15th after church at 11:30 am. It was the consensus of the BoT to schedule an information session regarding the budget and the bylaws for Monday, May 23rd at 7 pm and to call it Budget, Bylaws, and Brownies.

A motion passed made by Carol and seconded by Ellen via electronic voting on April 4th and 5th to name Monica Staples as the sixth member of the Bylaws Review Committee. For other appointments to that Committee, please see the BoT minutes for February 16, 2016 that are posted at uunashua.org or else physically in a folder in the Dining Room. The Committee’s report will be taken up by the BoT at its May 18th Special Meeting.

The timekeeper’s report was provided by Mary. Closing words over the chalice extinguishing were provided by the Reverend Allison Palm. A covenantal check out was performed. A motion to adjourn passed made by Kate and seconded by Lance.

Volunteers slated for BoT tasks are named in Lists #1 and #2 below. List #3 below includes upcoming dates of events and List #4 describes attachments to these minutes. Lists #1 through #4:

List #1 Words of Welcome & Church Service Announcements:

Mar 20 Youth Group, Mar 27 Mary, Apr 3 Dave, Apr 10 Mary, Apr 17 Steve, Apr 24 Lance, May 1 Rick, May 8 Kate, May 15 Mary, May 22 Ellen, May 29 Lance, June 5 David, June 12 blank, June 19 blank

List #2 BoT meetings: Chalice lighting: May 9th –Carol, June 13th – Rick; Timekeeper schedule: May 9th – Ellen, June 13th – Lance

List #3 Upcoming Dates: Event Dates Listing:

Monday, May 9th, Next BoT meeting, 7:00 pm, Youth Room

Sunday, May 15th, Listening Session regarding White Wing School, 11:30 am

Wednesday, May 18th, Special BoT meeting 7 pm

Sunday, May 22nd, Sermon on Faith Formation given by Sandra Greenfield, 10 am followed by an after-sermon conversation on the sermon

Monday, May 23rd, Listening Session regarding the the bylaws and the budget, Bylaws, Budget, and Brownies

Sunday, June 5th, after lunch (plan is for lunch available at UUCN), UUCN Annual Meeting

Wednesday, June 22nd – Sunday, June 26th, UUA General Assembly (GA) at Columbus, Ohio

List #4 Attachments to these minutes:

BoT Minutes for March 14th, 2016 meeting and for the April 3rd, 2016 special meeting (one page addresses these sets of minutes), 2016'04 White Wing Board Status Report for April 11th, 2016 (one page); Minister's Report to the Board of Trustees, April 11, 2016; Monitoring Policy Table (draft of a revised table under Governing Policies IIIB – 2 pages); Invested Funds (two policies, the first of one page [includes BoT edits] and the second of two pages); Ministerial Compensation (5 pages of charts and tables)

/// End of attachments listing

//// Minutes submitted by

Mary Licking,

Clerk, Unitarian-Universalist Church of Nashua, NH

Revision 3

Minutes, UUCN Board of Trustees Meeting, March 14, 2016

---AND---

Minutes, UUCN Board of Trustees Special Meeting, April 03, 2016

Please see uunashua.org, click on Our Church, then click on Governance, then click on Board of Trustees, or else see the physical posting of the minutes in the Dining Room at UUCN, or else inquire at the UUCN office.

White Wing Board — Status Report

April 11, 2016

Highlights

- WW Director Search Committee conducted third round of on-site interviews, screening the original two-dozen plus applicants down to two finalists and a “back-up” candidate.
- We remain concerned about hiring a new director before we have a better sense of enrollment next year.
- Continued work & execution on overall WW Marketing Strategy.
- Current 2016-17 enrollment is around 20 students compared with this year’s enrollment in the mid 40s. We know that number will climb and are actively working to ensure enrollment mirrors this year’s numbers.

Personnel Issues

- Met twice with WW Faculty to fine-tune interim operational plan (while we search for a new director), keep communications flowing, and offer board help for any problems that might have arisen.
- Fire Marshal’s office trained various personnel on proper fire drill procedure. Also arranged Staff Emergency Preparedness seminar.

Marketing and Student Recruitment:

- Conducted White Wing Open House 3/16: supported teachers & greeted parents.
- Continued preparations for Winter/Spring 2016 promotional efforts: Step-Up Day (May) and Early Childhood Fair at Nashua Public Library April 17.
- Continued assessment for improvements to White Wing web site and executed some initial changes.
- Met with representatives of other Nashua preschools to discuss regional enrollment issues.
- Reached out to WW Alumni families to advertise current programs.
- Launched WW student art display in Parish House for congregation awareness.
- Made improvements to WW Facebook page.
- Planning for Scholastic Book Fair
- Discussed possible program enhancements using outside teachers for subjects like sign language, Spanish, etc.

Financial:

- Calculated fee structure to accommodate parent requests for flexible afternoon programming.
- Reverted tuition payment plan policy back to quarterly from monthly billing. (We’d tried monthly this year but it did not seem to offer enough benefits to offset the increased management overhead.)
- Management of Ella Anderson and UU Concord grants.

Minister's Report to the Board of Trustees
Rev. Allison Palm
UU Church of Nashua, NH
April 11, 2016

1. WITHIN

The Unitarian-Universalist Church of Nashua is a spiritual home where members and friends experience personal transformation by: Participating in varied and meaningful common worship that nurtures, challenges, and inspires; Exploring religious values and discovering individual truths; Joining in fellowship with other members and friends.

- Average Sunday attendance so far this year: 204 (combined worship & RE)
- T-UU-sday Adult Spiritual Development Offerings have continued, with an average of 8 participants each evening.
- Wisdom Path class has concluded, with 12 people participating in at least one of the sessions.
- Religious Education enrollment is steady at 101.
- Dan Murphy has taken on creating Power Points for our Sunday Service. Several folks have been helping run the slides, including a couple of youth.
- I facilitated a visioning session for the Young Adult Group on 3/22. 7 YAs attended. They are moving forward with plans for more frequent meetings, more structure and new leadership next year.
- Peggy Cardone organized a very successful post-service Egg Hunt on Easter.
- Pat Ladew has agreed to be the chair of our Director of Faith Formation Search Team! We will be asking for applications and nominations to fill the team in the next few weeks.

2. AMONG

The Unitarian-Universalist Church of Nashua is a welcoming religious community for all ages where we live our mission by: Creating a beloved community where we minister to one another; Supporting and respecting one another in our daily lives and our religious journeys; Generously giving of our time, talents, and money; Being good stewards of our church resources in pursuit of our mission.

- 9 residents attended my fourth small group meeting at the Huntington.
- Our "Saying Yes" Stewardship Campaign has raised \$308,021.67 so far from 164 pledge units.
- I am in the midst of putting together our budget for next year. I received several ambitious budget requests, and our dream budget (with all requests included) had an over \$80,000 deficit. I will present to the board a few options of how we might get to a balanced budget next month.
- The Church Auction was overall a huge success, thanks to fabulous work by Jenn Morton, Michelle Morrison and Kate O'Shea. We raised over \$10,000 and had many new folks participating. Jenn, Michelle and Kate have already begun making recommendations for improvement for next year, especially improving storage and the accounting system.

- Yesterday I was formally installed as your minister in a beautiful service. I am so grateful for all the folks who pitched in to make it happen!
- The Leadership Development Team partnered with the RE Committee to host a Leadership Summit for UUCN leaders on 4/2. They spoke about collaborating with other teams. I also presented on Policy Governance during the Summit.

3. BEYOND

The Unitarian-Universalist Church of Nashua is a beacon of liberal religious thought and action, making a positive impact in our neighborhood and in the world by: Promoting our values and programs so that others will hear our voice and have the opportunity to join us; Welcoming people who are seeking a spiritual home and personal transformation; Partnering with other congregations and institutions in advocating for and promoting social justice; Actively participating in regional (Northern New England District) and national (Unitarian Universalist Association) Unitarian Universalist programs and activities.

- We held a membership class on March 23. 11 potential new members attended. 7 of those people have officially joined. Two more are scheduled to join next month.
- Our current total of voting members is 265.
- The Black Lives Matter Working Group has led 2 of their 3-part discussion of the book *The New Jim Crow*. Both have been well attended. The conversations are open to anyone on the congregation.
- The Northern New England District met for their Annual Meeting on Saturday. Nine people from UUCN attended, including two folks who presented on panel. I was elected to serve a three-year term as Northern New England District Secretary.
- I attended the NNE UUMA Chapter Retreat last week, 4/6-4/8. The Learning part of the retreat was “Transgender 201.”

4. ORGANIZATIONAL HEALTH & EFFECTIVENESS

- Sherri has completed our 501c3 application forms and they have been reviewed by a lawyer. They will be sent in this week. The process for the IRS to review usually takes 6-8 months.
- The Personnel Team has met with Sandra G. to review her job description and get input on the Personnel Manual on 3/14. There have also been meetings with Jed and others to begin to review his job description.
- Lisa Morel has been hired as our new Baby/Toddler Lead Caregiver. She began work on 3/27.
- Sandra and I have put together a tentative Sunday morning calendar for next year. We will be reviewing it with the Worship Associates, RE Team and the Music Team over the next two months.
- The Strategic Advisory Team is working on cleaning up a first draft of our 5-year Plan. We plan to take parts of that draft to different committees and teams for feedback. I will have a first draft for you all to look at for our May meeting.
- Two polices approved by the staff this past month are attached.

5. FINANCES

Line Item	Year to Date	Budget	Notes
INCOME			
Endowment	\$118,264.14	\$149,662.00	
Pledges	\$255,358.73	\$283,108.00	
Other Income	\$70,137.78	\$53,600.00	Includes \$10,000 White Wing contribution and two restricted donations
TOTAL INCOME	\$443,760.65	\$486,370.00	
EXPENSES			
Budgeted Outreach	\$2628.48	\$3800.00	
Denomination	\$19,829.00	\$19,414.00	more members than budgeted
Board Discretionary	\$748.18	\$1500.00	
Membership	\$10,515.51	\$12, 859.00	
Music	\$23,532.45	\$23,816.00	Includes first payment on risers being paid by restricted donation
Operations	\$120,471.97	\$127,771.24	
Outreach Disbursement	\$36,866.83	\$35,000.00	
Property	\$61,947.52	\$73,925.00	
Public Relations	\$3,487.04	\$3000.00	New sign
RE	\$59,122.81	\$78,860.00	
Search Committee	\$114.35		Late reimbursement
Social Justice	\$200.00	\$1000	
Spiritual	\$109,835.95	\$140,903.04	
TOTAL EXPENSES	\$449,300.99	\$521,848.28	
	-\$5,539.44	-\$35,478.28	

Attachment 1: RENTAL FEES FOR FACILITY USE

Our facility may be used for rental space based on availability. The Minister and Office Administrator reserve the right to refuse rental space to anyone or any group without having to state a reason. Our rates are printed on the back of the Room Usage Contract (see appendix) and can change, however, the rate published at the time of the contract will be the rate honored if rates should change before the scheduled event happens.

All voting members of the church are eligible for the Member rate. The Minister and Office Administrator have the authority to lower the rate from what is published. There is no charge for voting members to have a Rite of Passage Service (wedding, child dedication, memorial service) for an immediate family member, or family member that is 1 step from relation to the member (parents, siblings, mother/father in law, brother/sister in law) However, the voting member would be expected to pay the fees for the Music Director and Sexton. The Minister and the Music Director have first right of refusal for any service.

Payment of facility usage (room rental amount plus Sexton fee) is required in full at least 1 week prior to the event for members and two weeks prior to the event date for nonmembers. Checks should be made payable to UU Church of Nashua, or UUCN, and mailed to the church office or dropped off in person.

This policy does not apply to UUCN affiliated groups (as listed in the By-Laws Article 13). These affiliated groups have individual agreements with UUCN regarding facility use. Non-profit groups may rent the facility at half the cost of the nonmember rate. All outside groups using our facility and serving alcohol will provide the church office a copy of their Liability Certificate naming the UU Church of Nashua as additionally insured on the certificate, be given a copy of UUCN's Alcohol policy and be expected to comply. Any UUA affiliated organization or UU Congregation will not be charged facility or Sexton fees for use of our facility.

If this is a UUCN event, rental fees do not apply, please refer to room request form.

Approved by Staff 12/15/15

Revised 3/22/16

Attachment 2: **CONFLICT OF INTEREST POLICY**

The purpose of this policy is to protect UUCN interests when it is contemplating entering into a transaction or arrangement that might benefit the private interest of a member of the church. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

UUCN shall not enter into a financial transaction with an interested person, unless all six requirements of the “Conflict Process” are met.

DEFINITION OF INTERESTED PERSON AND FINANCIAL INTEREST

- Interested Person. Any trustee, officer or member of a committee or team with governing board delegated powers, who has a direct or indirect financial interest, is an interested person.
- Financial Interest. A person has a financial interest if the person has (directly or indirectly, through business, investment, or family) an ownership interest or compensation arrangement (or potential ownership interest or compensation arrangement) in any entity with which UUCN does business or makes a financial arrangement.

CONFLICT OF INTEREST PROCESS

If UUCN wishes to consider entering into a transaction with an interested person, the following steps must be followed:

1. The interested person must fully disclose the financial interest.
2. The disclosure shall be noted in the minutes for the meeting.
3. After discussing the matter with the board, committee or team making the final decision, the interested person should leave the room so the transaction may be discussed by the board, committee or team in his or her absence.
4. The deciding body must make a diligent effort to find alternatives to entering into a transaction with an interested person.
5. UUCN shall not do business with interested persons if there is a better alternative.
6. The interested person shall not vote on the matter.

Staff Approved 3/29/2016

The two pages that follow constitute the draft revised table that appears under III B [Monitoring] of the UUCN Governing Policies that was presented for discussion to the BoT at the April 11, 2016 meeting

Policy # and / or Name	Method	Frequency	Mechanism
Minister's Interpretation of Ends Statements	Internal	Annual – September	Minister's Report
I. B: Ends Statements (Program Outcomes)	Internal Report	Monthly	Monthly Board Report
	Internal Report (membership)	January & June	UUA membership report and Annual Meeting
	Direct Inspection	September	Part of Minister's Annual Review
IV. A: General Executive Constraint	Internal Report	September	Part of Minister's Annual Review
IV. B & C: Staff/ Volunteer Treatment	Internal Report (staff changes)	Monthly	Monthly Board Report
	Direct Inspection	Annually (including grievance procedures)	Part of Minister's Annual Review
IV. D: Compensation and Benefits of Church Staff	Internal Report	Annually (May/June)	Part of the Budget review
IV. E & I: Financial Planning and Facilities Planning	Internal Report	Oct, Feb, June	Minister's Report
	Direct Inspection	Annually	Bylaws Article 12: Financial Records Review-Annual Meeting
IV. F: Financial Condition	Internal Report	Monthly	Monthly Board Report
	Direct inspection	Annually	Bylaws Article 12: Financial Records Review-Annual Meeting
	External Report (Audit)	Every 3 Years	Plan an audit fiscal year 2017-18.
IV. G: Asset Protection (Conflict of Interest)	Internal Report	Annually	February
IV. H: Communication and Counsel to the Board	Direct Inspection	September	Part of Minister's Annual Review
Strategic Plan	Internal Report	November May	Nov. check in to the Board May. Congregational Report Annual Meeting

Comments;

1. Minister's Interpretation of Ends Statements: Probably not necessary. It could be pasted into the monthly report, or other reports that the minister does. It does open the review of the ends by the board and sets some expectations. (Ref. "Meaningful Monitoring" by Jannice Moore)
2. Strategic Plan: The strategic plan includes budget and facilities planning (IV. E & I: Financial Planning and Facilities Planning) and the expectation of the future and how to meet the ends through people and social interaction. The strategic plan report is not meant to be a reiteration of the Financial and Facilities Planning Report. (This needs to be explained better).

Approved by UUCN Board of Trustees: <insert date of BOT approval vote>

PROPOSED: v3b

Investment Strategy of the UUCN Invested Funds Committee

Invested Funds Management Objectives

- **Preservation of capital**
- Revenue generation in support of the church operations
- Consider socially responsible investments

Invested Funds Principles

- All decisions and activities will be guided by the UU Seven Principles.
- Investments will only be made in accord with prudent investing practices for non-profit organizations.
- **Individual gifts to the UUCN will be the principal way capital growth is achieved.**
- Individual gifts to the UUCN will be managed in honor of the expressed wishes of the donor.

Invested Funds Withdrawal Policy

- The IFC will recommend withdrawal of funds for UUCN based on calculations using methods consistent with **the invested funds management objectives and** prudent management industry standards for non-profit organizations.

Friday, April 15, 2016

Approved by the UUCN Board of Trustees: <insert date of BOT approval vote>

PROPOSED: v3c

UUCN Establishment Policy of the Invested Funds Committee (IFC)

Recognizing the need for a focused, long-term strategy to manage the UU Church of Nashua's endowment and invested funds, the Board of Trustees (BOT) hereby creates the Invested Funds Committee (IFC) in accordance with Article 11 - Invested Funds of the UUCN Bylaws.

Mission of the IFC

- The IFC will be responsible for the oversight and investment of church funds.
- The IFC will follow the Investment Strategy of the UUCN Invested Funds Committee, recommend changes as appropriate and advise on investment matters.
- The IFC will advise the BOT on selecting and approving investment managers.

IFC Membership

- IFC membership will be a minimum of five members.
- The Minister, President and Treasurer are encouraged to attend in an advisory capacity and will be copied on all IFC communications.
- As IFC meetings are open to any voting church members - they are most welcome to attend any IFC meeting.
- One of the five members will be the Cemetery Treasurer who will oversee the cemetery funds, will be elected in accordance with Article 10 - Nashua Cemetery Association of the UUCN Bylaws, and will serve as a full member of the IFC as long as the cemetery funds are co-mingled with the church funds.
- All other IFC members will be voting church members and will be selected and approved and serve at the pleasure of the BOT.
- One IFC member will be selected by the IFC members to serve as IFC Chairperson.
- One IFC member will be selected by the IFC members to serve as Clerk of the IFC.
 - The Clerk will prepare, circulate and keep meeting minutes and IFC membership status records.
- Each IFC member shall have one vote on all IFC decisions.
- Each IFC member will serve a maximum of three, three year terms.
- IFC member terms will be staggered, beginning upon approval of this policy by the BOT, with one, two and three year terms.
- Initial staggering of IFC membership terms will be determined by the IFC upon approval of this policy by the BOT.

IFC Operation

- The IFC shall meet a minimum of four times per fiscal year. Meetings will be guided by the spirit of "Robert's Rules of Order" and the UU Seven Principles.
- At each meeting the IFC will review investment performance and evaluate existing policies as needed.
- The Clerk will prepare and circulate to all attendees a meeting report to include attendance, activities and decisions.
- The Clerk will prepare a brief IFC Quarterly Meeting Summary for the President and the Board of Trustees.
- The IFC Chairperson will;

Printed: Wednesday, April 13, 2016

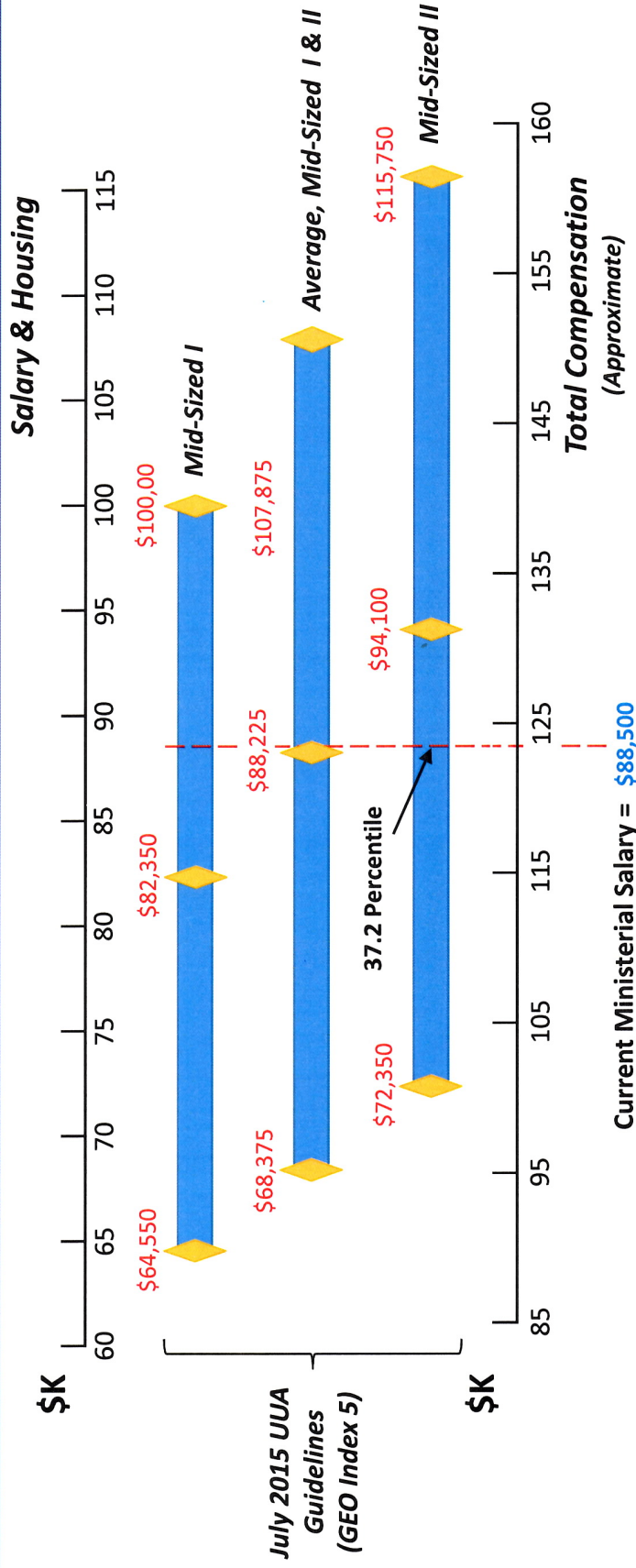
Approved by the UUCN Board of Trustees: <insert date of BOT approval vote>

- Prepare an IFC annual report for the UUCN President before the annual meeting.
 - Report to the Minister and President a recommended annual dollar withdrawal amount.
- The IFC will report to the Minister a recommended annual dollar withdrawal amount to be used for budgeting purposes for the succeeding fiscal year by March 1 of the current fiscal year.
 - The annual dollar withdrawal amount will be calculated based on the current year December 31 market close.



Current Ministerial Salary

Relative to July 2015 UUA Compensation Guidelines



Relative to the Mid-Sized II; Geo Index 5 (Nashua), current Ministerial salary is at the 37.2% relative to the July 2015 UUA Compensation Range

All graphs shown in accurate scale



Ministerial Salary Guideline Trends (2009 – 2016)

UUA Compensation Guidelines



Geo-Index 5 -- Mid-Sized II (250 - 349)

Effective Dates	Min	Mid	Max
1/1/09 - 12/31/11	\$ 67,000	\$ 87,100	\$ 107,200
Guidelines not Adjusted Between 2009 and 2015			
7/1/15 - 6/30/16	\$ 72,300	\$ 94,100	\$ 115,800
7/1/16 - 6/30/17	\$ 73,750	\$ 96,000	\$ 118,100

Average Annual Increase (over last 7.5 years) = 1.3%

Average Annual Increase (2015 to 2016) = 2.0%



Annual Raises to Get to the UUA Midpoint in 7 Years

As a function of the Inflation applied to the UUA Guidelines



7-year Projections (2022 to 2023)

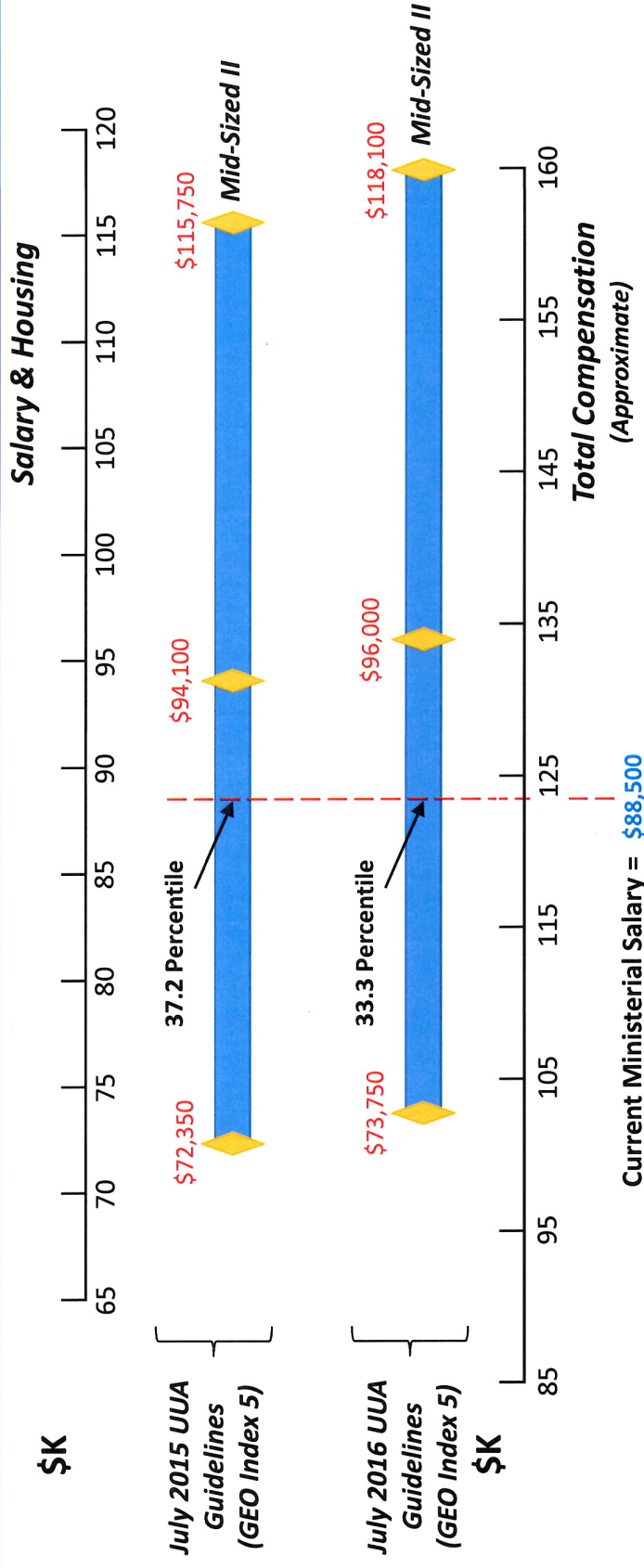
Annual Inflation	Min	Mid	Max	Annual Raise to Get to Midpoint
1.30%	\$ 80,729	\$ 105,084	\$ 129,275	2.48%
1.50%	\$ 81,851	\$ 106,545	\$ 131,073	2.69%
1.75%	\$ 83,273	\$ 108,396	\$ 133,349	2.94%
2.00%	\$ 84,716	\$ 110,274	\$ 135,660	3.19%
2.25%	\$ 86,180	\$ 112,180	\$ 138,004	3.45%
2.50%	\$ 87,666	\$ 114,114	\$ 140,384	3.70%
2.75%	\$ 89,173	\$ 116,076	\$ 142,798	3.95%
3.00%	\$ 90,703	\$ 118,068	\$ 145,248	4.20%

For a range of Average Annual Inflation Rates, this table shows the annual compensation increase percentage needed to get Allison to the Mid-Sized II Midpoint in 7 years



Ministerial Salary

Relative to July 2016 UUA Compensation Guidelines



Relative to the Mid-Sized II; Geo Index 5 (Nashua), current Ministerial salary is at the 33.3% relative to the July 2016 UUA Compensation Range

All graphs shown in accurate scale



Ministerial Salary Compensation Tables



By Percent		
% Increase	New Annual Compensation	Percentile UUA July 2016
0.00%	\$ 88,500	33.3%
0.25%	\$ 88,721	33.8%
0.50%	\$ 88,943	34.3%
0.75%	\$ 89,164	34.8%
1.00%	\$ 89,385	35.3%
1.25%	\$ 89,606	35.8%
1.50%	\$ 89,828	36.3%
1.75%	\$ 90,049	36.8%
2.00%	\$ 90,270	37.2%
2.25%	\$ 90,491	37.7%
2.50%	\$ 90,713	38.2%
2.75%	\$ 90,934	38.7%
3.00%	\$ 91,155	39.2%
3.25%	\$ 91,376	39.7%
3.50%	\$ 91,598	40.2%
3.75%	\$ 91,819	40.7%
4.00%	\$ 92,040	41.2%
4.25%	\$ 92,261	41.7%
4.50%	\$ 92,483	42.2%
4.75%	\$ 92,704	42.7%
5.00%	\$ 92,925	43.2%

By Increase Amount		
New Annual Compensation	% Increase	Percentile UUA July 2016
\$ 88,500	0.00%	33.3%
\$ 88,600	0.11%	33.5%
\$ 88,700	0.23%	33.7%
\$ 88,800	0.34%	33.9%
\$ 88,900	0.45%	34.2%
\$ 89,000	0.56%	34.4%
\$ 89,100	0.68%	34.6%
\$ 89,200	0.79%	34.8%
\$ 89,300	0.90%	35.1%
\$ 89,400	1.02%	35.3%
\$ 89,500	1.13%	35.5%
\$ 89,600	1.24%	35.7%
\$ 89,700	1.36%	36.0%
\$ 89,800	1.47%	36.2%
\$ 89,900	1.58%	36.4%
\$ 90,000	1.69%	36.6%
\$ 90,100	1.81%	36.9%
\$ 90,200	1.92%	37.1%
\$ 90,300	2.03%	37.3%
\$ 90,400	2.15%	37.5%
\$ 90,500	2.26%	37.8%
\$ 90,600	2.37%	38.0%

By Increase Amount		
New Annual Compensation	% Increase	Percentile UUA July 2016
\$ 90,700	2.49%	38.2%
\$ 90,800	2.60%	38.4%
\$ 90,900	2.71%	38.7%
\$ 91,000	2.82%	38.9%
\$ 91,100	2.94%	39.1%
\$ 91,200	3.05%	39.3%
\$ 91,300	3.16%	39.6%
\$ 91,400	3.28%	39.8%
\$ 91,500	3.39%	40.0%
\$ 91,600	3.50%	40.2%
\$ 91,700	3.62%	40.5%
\$ 91,800	3.73%	40.7%
\$ 91,900	3.84%	40.9%
\$ 92,000	3.95%	41.1%
\$ 92,100	4.07%	41.4%
\$ 92,200	4.18%	41.6%
\$ 92,300	4.29%	41.8%
\$ 92,400	4.41%	42.1%
\$ 92,500	4.52%	42.3%
\$ 92,600	4.63%	42.5%
\$ 92,700	4.75%	42.7%
\$ 92,800	4.86%	43.0%