

Congregational Resolutions

Submitted by Kathleen Quenneville

October 23, 2010

CONTINUING VOTING MEETING TO A LATER DATE

Whereas, it is vitally important that Senior Minister Greg Stewart, who has been on medical leave, participate fully in the congregation's discernment of the best way to address the anticipated 2010-11 budget shortfall; and

Whereas, some members have expressed a desire to introduce amendments to the Board's proposed budget; and

Whereas, the Board of Trustees has noticed a special meeting for October 31, 2010 and there is not sufficient time for Senior Minister Stewart and the congregation to discuss possible amendments to the Board's proposed budget.

Be it resolved, that the special meeting noticed for October 31, 2010 be continued to a date no earlier than November 14, 2010 and no later than December 12, 2010, the exact date of which shall be set by the Board and for which the congregation shall be given not less than 14 days' prior notice.

STAFFING AND PERSONNEL OPERATIONS

Whereas, the Board of Trustees believes it is necessary to combine staff positions in order to address the anticipated 2010-11 budget short-fall; and

Whereas, the Society has experienced significant turnover of senior non-ministerial staff; and

Whereas, many members have expressed concern regarding: the lack of continuity in senior non-ministerial staff, the feasibility of combining positions as proposed by the Board of Trustees, and how the oversight of staff has been handled; and

Be it resolved, that the Board of Trustees and Senior Minister Stewart are directed to come to agreement as soon as possible on the lines of responsibility as regards hiring and management of the Administrative Manager and other church staff; and

Resolved, further, that the congregation urges the Board of Trustees and Senior Minister Stewart to consider the following staffing and personnel possibilities: using interim staffing solutions; reestablishing a Personnel Committee; waiting until the new Church Administrator is hired before deciding whether to reduce hours of the sextons; asking the new Church Administrator otherwise to review the efficiency of church operations; and updating the Society's personnel manual; and

Resolved, further, that the Board of Trustees shall report to the congregation on its progress on these staffing and personnel operations issues before the congregation

votes on budget amendments intended to address the anticipated 2010-11 budget shortfall.

SPENDING

Whereas, the Society recently provided a 4% salary increase to church staff, and a 6% salary increase to the Senior Minister; and

Whereas, the Society pegs some of its staff compensation to the UUA's "Large Church I (500-749) Geo 5" index; and

Whereas, the Society's current membership is considerably less than 500 members and the appropriate UUA index is "Mid Sized III (350-499);" and

Whereas, the Society's 10% contribution to the defined contribution retirement plan appears to significantly exceed the amounts being contributed by most other employers.

Be it resolved, that the Board or the Personnel Committee is requested to review the Society's salary and benefits practices; and

Be it further resolved, that this review shall examine whether the UUA Mid Sized III index is a more appropriate data point to be used in setting salaries and benefits; and

Be it further resolved, that this review shall consider whether the Society should temporarily decrease its contributions to the defined contribution retirement plan; and

Resolved, further, that there shall be a moratorium on salary increases until the review of the Society's salary and benefits practices has been completed and recommendations have been considered.

FUNDRAISING

Be it resolved, that the Board is requested to explore additional means of increasing revenue, including overseeing a program to approach members who have not pledged for the current fiscal year.

PRIORITIES

Whereas, the Society has decided to address the 2010-11 anticipated budget shortfall by reducing expenses in a variety of areas; and

Whereas, these reductions all can be viewed as having negative implications.

Be it resolved, that the Board is asked to propose to the congregation a list of priorities for restoring funding when funds become available.

2011-12 BUDGET

Whereas, the Society, through the Ministerial Model Task Force, developed a number of recommendations concerning the Society's ministry; and

Whereas, one of these recommendation was that the Society have one minister until the Society grew to a size and financial position where it could afford more than one minister; and

Whereas, the Society now faces a considerable projected budget shortfall and the size of the membership has not grown; and

Whereas, the Society has hired another minister for the "Beyond Sunday" program.

Be it resolved, that, among other matters, the Board review the affordability of the Beyond Sunday program when developing the proposed 2011-12 budget.