

open meeting agenda

facilitation team:

Dana Johnson, Beth DeStasio, Hilary Haskell

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- ❖ Meeting Context
- ❖ Board Recommendation
- ❖ Assistant Minister Roles
- ❖ Organizational Chart
- ❖ Turn and Talk to Process
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- ❖ 2023-24 Year End Projection
- ❖ Turn and Talk to Process
- ❖ Cost of a minister
- ❖ Turn and Talk to Process
- ❖ Question and Answer Time
- ❖ What's "At Stake"
- ❖ We Need Your Input





are we there yet?

Facilitation Team

Dana Johnson – Board President

Beth DeStasio – Norms-Keeper

Hilary Haskell – Time-Keeper

Norms

- Stay on-topic, use parking lot
- Be mindful of your airtime
- It's okay to disagree, but remember our shared mission/vision

Meeting Context

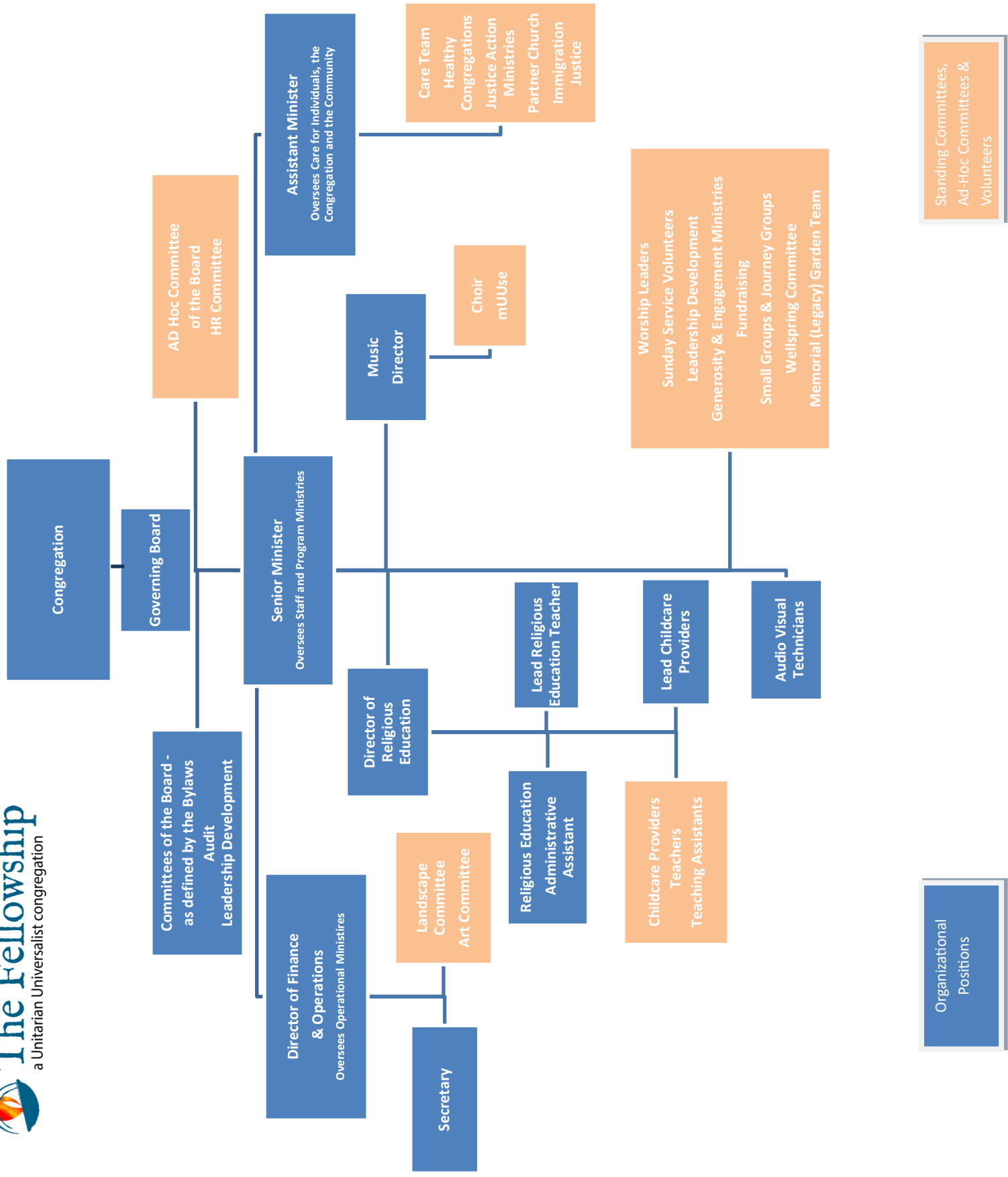
- Not secret from Rev. Christina!
- Consider the position rather than the person in it

Board Recommendation

At the end of this meeting, we will ask for your feedback on the following statement:

Board Recommendation

We, the Fellowship, should maintain our long-term commitment to employ a 2nd full-time minister.



Assistant Minister Roles

- In addition to serving on the Exec. Team ...
 - Lead minister for social justice
 - Celebrating life passages
 - Lead minister for pastoral care
 - Preaching (as directed by Senior Minister)
 - Other duties as assigned

Organizational Chart



Turn & Talk to Process

- 1) What makes sense about our Organization Chart?
- 2) What needs clarification about our Organization Chart?

Contract vs. Call

Contract Minister

- Reports through Senior Minister to Governing Board
- Shorter term commitment
- Focused on specific portfolio of Fellowship's needs

Contract vs. Call

Called Minister

- Reports/is accountable to entire congregation
- Longer-term stability and commitment
- Includes deep mutual discernment about identity, purpose, place, and path

Turn & Talk to Process

- 1) What makes sense about the contract and call processes?
- 2) What needs clarification about the contract and call processes?

Question & Answer Time

What questions do you have about:

- 1) Organizational Chart
- 2) Contracting vs Calling a Minister

2023-24 Year End Projection

- Projected YE Revenue - \$712,375
- Projected YE Expenses - \$746,513
- Total Projected Shortfall - **\$34,138**

*Projected Revenue of \$712,375 includes \$48,907 in unbudgeted one-time revenue.

Turn & Talk to Process

- 1) What makes sense about the financial projection?
- 2) What needs clarification about the financial projection?

Cost of a minister

- 2023-2024 Assistant Minister Salary Range using UUA Guidelines*, applied to a step process
 - Salary & Housing - \$83,300 Min to \$94,400 Midpoint
 - Benefits(Health, Dental, Life, LTD, Retirement)- \$20,356 to \$22,656
 - Total Salary & Benefits - \$103,356 to \$117,056

Cost of a minister

Continued...

- Plus Professional Expenses(10% of Salary & Housing) - \$8,330 to \$9,440
- Employer Taxes - \$6,372 to \$7,222
- Grand Total \$118,358 to \$133,718

*The UUA is recommending a 3% increase for salary and housing for 2024-2025

Cost of a minister

- Compare to Appleton Area School District Assistant Principal
 - Salary - \$88,389 to \$106,071
 - Benefits - \$25,000 to \$35,000
 - Total Salary & Benefits - \$113,839 to \$141,071

Turn & Talk to Process

- 1) What makes sense about the cost of a minister?
- 2) What needs clarification about the cost of a minister?

Question & Answer Time

What questions do you have about:

- 1) 2023-2024 Year-End Projection
- 2) Cost of a Minister

What's "At Stake"

- Dedicated staff time for social justice
- Time available for minister to offer direct pastoral care
- Diversity in worship & preaching
- Risk of burning out other staff

We Need Your Input

Current Board Recommendation:

We, the Fellowship should maintain our long-term commitment to employ a 2nd full-time minister.

We Need Your Input

Do you agree or disagree?

What financial commitments are you willing to make in support of this recommendation?



are we there yet?

