



Inspire. Create. Transform.

Support for Our Staff

At the UUC we aim to be good employers and support our wonderful staff. In order to attract strong ministerial candidates, we must offer a fair compensation package by UUA guidelines. We also want to increase the hours of our Director of Lifespan Faith Development.

Minister Compensation

- ◆ In our annual budget the line-item, “Total Cost of Ministry” (TCM) is the total number that includes salary, benefits, and professional expenses, etc. The TCM is what it costs in total for the congregation to have a full-time minister — it is *not* what the minister is paid each year. The total “salary” for our minister as written in our annual budget is the sum of two lines: *Senior Pastor Salary + Senior Pastor Housing*. This separation is standard for ministers and has tax implications. As a full time “employee” of the congregation, the minister receives benefits such as healthcare and professional expenses. These are standard for full-time ministers and specified in the “Letter of Call” we have with our minister.
- ◆ The UUA publishes a **Fair Compensation Chart** called the *Geo Index*. This guides congregations in compensation for UU church ministers and staff. It sets out the guide for what ministers should be paid. There are seven *geo indices* based on the average wages in an area/city. We are in *Geo 2* with such congregations as Charlottesville, Roanoke, Waynesboro, and Harrisonburg. With 216 members, we are a *mid-sized congregation*.
- ◆ The Geo Index 2 shows that we are being very supportive to our Director of Lifespan Faith Development and our Administrator, but we have been a little below the median recommended salary for the minister. **The proposed budget for 2017–18 adds an additional \$5,000, which brings us in line with the UUA median for a Geo 2 mid-size congregation.**

Director Of Lifespan Faith Development (DLFD)

Our proposed budget also includes **increasing the hours of our DLFD to 32 hours/week**. The wonderful programming for our children and youth require all of her current 25 hours/week. These additional hours would be spent in the creation of a **full Adult Faith Development program**, an exciting initiative that has great interest in our congregation.