

# The Board's Budget Goals -2012 Budget

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- The board wants to continue to make progress in fairly compensating Christine. We want to reward her for all that she does for us, and we want to be in position to attract someone of her caliber when she retires later this decade. Christine's salary is currently \$88,000 which is only 82% of the salary that the UUA recommends for a minister of her experience serving a church our size, in our cost of living area. (\$5,000)
- We want to give Angela a much-deserved promotion to Associate Minister next Summer. She's done a wonderful job and this is the appropriate time to reward her. (\$6,000) (Until Angela is called by the congregation, her salary, as with other staff salaries, is not published. Members who feel the need to know this information may speak to the treasurer. Angela's compensation, as well as that of most of our other employees, is near or at the UUA guidelines considering our cost of living area and their responsibilities and experience.
- We want to continue our progress towards being a Fair Share Congregation by beginning to pay our full weight to the UUA and the District in January. It's time to step up to our responsibilities (The UUA and Mountain Desert District ask us to make contributions in proportion to our size. The two requests together amount to \$39,000 per year. It will take \$9,000 in the new budget to meet this goal. The UUA offers benefits programs for our staff that we could never offer by ourselves, consulting when our leadership gets in a quandary, hymnals, RE materials, grants when we've needed them, moral support and the infrastructure of collegiality for our ministers, and much more. As an individual church, we are a pinpoint of light in a big sea. Our association with 1,000 other UU congregations is really important to us!
- Finally, it has been our policy to give all of our continuing staff who do not otherwise get raises a cost of living adjustment. We expect that to be 2% this year. While it is true that many, many people will not get raises this year, it is also true that many do, and that employers who want to keep their employees and can do so, will give raises. We pay modest salaries and rely on offering a good working environment and meaningful work to attract and retain our great staff. But that means that that cost of living adjustment is not a frill. (\$5,000)

The UUA's Fair Compensation Chart for our cost of living area may be found here:

<http://www.uua.org/documents/mpl/finances/geoindex2.pdf>