

AS POOR AS A

All PEOPLE DESERVE a **Fair** wage and **Compensation** for the work they endeavor to do. Most UU congregations are involved in social justice work, whether it is to bring about a change for how police interact with the community, or how homeless are treated. We have a passion for good works.

We have boycotted products and companies because they have not provided living wages, or fair benefits. We have sent emails around the world asking for support in third world countries to bring about social justice and human welfare changes. We work on a national health insurance program. **Many of us however, sometimes pay our own church staff, including our ministers, what we can get away with.**

This year, ask your board (or HR committee) to take a good look at the wages and benefits of all your congregational employees and your minister. Most Unitarian Universalists would stand behind their belief that people should be able to have adequate healthcare, retirement plan, wages and other benefits. We need to do better by supporting it within our congregations.

Many of the congregations within the St. Lawrence District have been earnestly committed to providing a **Fair Compensation** to their staff and ministers. Continue to let us know who you are and be recognized! Please fill out the accompanying form and send it to:

Fred Boreali,
Fair Compensation Consultant
415 Riverside Ave
Scotia, NY 12302

If you need assistance in your congregation with **Fair Compensation**, I am here to service the social justice work you are doing in your own congregation. My phone number is (518) 3933712 and email is vze2q487@verizon.net.

Thank you, for the work you are doing!



Fair Compensation Guidelines For UU Congregations

Name of Congregation:		Minister	Religious Education Professional	Administrator	Musician	Member Co-ordinator	Custodian	Other
1	Enter: Full Time (FT) Or Percent of Time if Part-Time							
2	We provide Salary (and Clergy Housing for ministers) within Salary Range Recommendations							
3	We provide Health Insurance for full-time employees							
4	We provide Health Insurance pro-rated for part time employees							
5	We provide Retirement Plan Contributions of at least 10% for eligible employees							
6	We provide, or offer as an option, enrollment in Dental, Long Term Disability and Term Life Insurance to all employees, half-time or more							
7	We provide employer's portion of FICA for minister							
8	We provide paid time off for all employees							
9	We provide allowances for professional expenses							

See "Fair Compensation Congregation Self-Assessment Program - Compensation Guidelines for Congregations" for descriptions of the Guidelines

Designation: Our Congregation wishes to be considered for:		
	Practicing Fair Compensation Congregation - We currently follow all the above Guidelines.	Name:
	Committed Fair Compensation Congregation - We have made a commitment to be following all the above Guidelines by _____ [Date].	Email:
	Neither - we choose not to be designated.	Phone:
	No Designation - we have no employees.	

Your District Compensation Consultant:
 Phone:
 Email: