

## 2022.11.03 Committee of the Whole/LC Meeting

In attendance: (9) Members - Ben, Terri, Paul, Liz, Fraelean, Gini, Aaron, Ray, Wendy

Sanctuary UCC Annual Meeting voted to implement a [Committee of the Whole Model of Governance](#); wherein all members and partners of Sanctuary UCC are now "elected" to do the work of the Leadership Circle. Here is the Mission and Ministry Plan that will guide that work this year. Did you miss last month's meeting? Here's where you can find minutes from previous meetings. (<https://medfordchurch.org/minutes/>)

### Agenda for the November 03 Meeting

1. [Meeting Minutes](#) Ben moves, Terry seconds - Unanimous
2. Call for Agenda Items - [2022.2023 Mission and Ministry Plan](#):
3. Staff Salary Treatment
  - a. Liz - baseline, 2 - 2.5 %; more lately 3%; her non profit is deling with complete salary restructure as non-profit to more equitable rate.
  - b. Paul - annual inflation rate, beore 1.4, 2.3; 2021 7%, 2022 8.2% ; SS 8.5% increase
  - c. Ben - SS increase Jan 8.7; maybe 15% increase
  - d. Terri - another increase in interest rates
  - e. Reviewed the work of Admin - to use this money
  - f. Terri - Alternative - what if we did 20% (15.2% COL for staff); consider pastor and determin which things affected by inflation (and kept pastor's rate at 15.2% - justified as COL).
  - g. Liz - could we treat the base pay rate (@20%); in line with the industry.
  - h. Paul the affect of last two years 15.6% cumulative inflation increase; relaxing there will need to be an adjustment in total ministry costs. Will be increases in powr and fule, etc.
  - i. Ben - appreciating good wisdom from several people; little more complicated for the pastor. In my history I have been part of labor and management; when the colas come down... we all got a 3.5 while the people at the top are getting cash!!
  - j. Liz - Moves to propose 20% to include 2023 COL
  - k. Paul - MASS COL higher than the rest of the country; net loss to the employees for the past two years. We cannot make it a burden to our employees
  - l. Paul moves a 20% increase to base salar ; effective November 1, 2022. Ben, Seconding.
  - m. (7) in favor; (2) absentions
4. Return to the Association Payment decision
  - a. Give them what they recommend or the 10%? RE
  - b. Terri/Fraelean Move the change our MBA direction reimbursement and going forward at 4% going
  - c. Unanimous
5. What do you need/want?
  - a. Paul - involved in multiple non-profits and we support several volunteer activities that are professional in terms of music and nonprofession in terms of rep theatre; just got a letter from one of the best musial groups n boston area, they are at just over 50% attenancat concerts; we dont know what todo; another doing half on line only, or limited participation in theathre, the other live; theatre company also fantastic and they have foregone memberships and not doing regular programs till december; people ARE trying to travel. Even christmas revels undersubscribed.
  - b. Agree - that what we have done with service and messychurch is outstanding; surprised that there are fewer people coming; age, health, far fewer peopel out at night,
  - c. Ben -how can we intentionally encourage each other as parish to come together and be together; how can we encourage new folk to come? there have been a few new folk - multiple ministries



happening that are not reflected on Sunday morning; grow high street ministry; bagel store lined up, crossfit exploding, how can we share this

- d. Liz - challenges, not attending in Roslindale; partner plays football; that is what we do; love the community, really hard to get up and go, Saturdays are so busy, kids and activities, Sundays are pooped; what do we prioritize;; church is not a priority, my generation has greater
- e. Ray - used to love breakfast church - I miss that!
- f. We may want to begin to talk about Merger
- g. Aaron - love Sunday morning, but hard to insert myself in church - Meals, breakfast church, better place to connect

6. REVIEW (Moderator, Vice Moderator, Clerk);

6. Review/Elect officers day/schedule/time going forward for the Comm of the Whole meeting. health