



## Cultivate Courageous Connections

### **Board of Trustees (BOT) Special Meeting**

November 14th, 2023, at 7:00 PM via Zoom.

**Board members in attendance:** Kurt Merkle, Michael Amy Rodriguez Cira, Laurie Reed, Shannon Maples, Gwynne Movius, Bob Gorman, Ben Baxter, Kathleen Carpenter, Craig Miller

**Settled Minister Search Team (SMST) Negotiation Team:** Ellen Holliday, Jane Gorman (and Ben Baxter)

### **Call to Order**

**Executive Session** - The BOT discussed the proposed initial ministerial contract and initial ministerial compensation as proposed by the SMST and Negotiation Team.

The UUA provided a recently updated contract template; congregations are advised to make as few changes as possible. Decisions by the Negotiation Team (in consultation with Rev. Lisa, Alesia, and the UUA Transitions office) included:

- The role of the minister (a choice between two standard options based on the congregational governance model).
- Benefits (retirement, professional expenses, moving expenses, etc.)
- Recommended initial salary offer (although we will have an opportunity to negotiate a final offer with the selected candidate). The UUA recommends salary ranges based upon factors such as congregation size and geographic location.

The approved contract is due November 15. It will be available to interested ministerial candidates beginning in December.

### **End Executive Session**

**Vote on Approval of the Proposed Initial Ministerial Contract** - The contract was approved unanimously, without changes.

### **Meeting Adjourned**