

First Parish 7.5% SAC Discussion - Sept 23, 2017 – 10 am

4 attendees plus Kristin Haddad & Toby Smith Ropeik from Standing Committee

Introduction

Kristin reviews what 7.5% looks like today.

- 7.5% only a portion of what First Parish gives (\$147,000)
- \$33 K in grants, remainder pays for coordinator salary
- Benefits for coordinator comes from general First Parish budget
- Environmental coordinator's 10 hours a week coming from SAC reserves

SAC has reserve funds - 60K at end of last year

- Accumulated from leftovers from open position
- Plus donations from parishioners

Amount of our SA spending is typical of UU churches, but our funding mechanism is unique

Kristin suggests 3 proposed discussion outcomes are most likely:

1. Leave things as is and write it up as church policy
2. Eliminate 7.5% and replace with other funding mechanisms (partial replacement (up to \$15K) possible if church gets leftover Jericho Road funds)
3. Give all of 7.5% away and restructure staff to fold coordinator position into rest of staff.

Other possibilities may emerge.

Discussion opens

What about UUA proposing a change in how "fair share" is assessed - doesn't that also impact this? Short discussion on how much we pay to UUA, it's increasing over time, we count ministerial intern salary as denomination support

Wed. Oct 4th - Dessert with Zac - at Kristin's home - 7:30 PM

Question on how Share the Plate would work - could be done weekly, 1/2 for budget and 1/2 for SA, monthly contributions could be given to same organization

The final 7.5% decision will be made by the congregational vote at annual meeting -- following a recommendation by Standing Committee.

7.5% allocation does make a statement about how important SA is to FP. Whatever solution we choose should make a statement that social action is a fundamental part of who we are as UUs.

Sharing the Plate may increase our community's awareness that we are committed to social action

Maybe we should check to see if Tony Fisher's church needs help, following hurricanes.

We need to do something for Puerto Rico.

It may be difficult to continue administering a grants program - through lack of interest and support from congregation. Hard to get voluntary help.

Need to decide if we continue current practice of ONLY giving to 503c organization (exception: \$1,000 was given to Black Lives Matter)

Grants are not very participatory but they are important

Three types of social actions we do:

1. Grants
2. People who initiate campaigns and collect monies
3. People who use funds in support of voluntary work

Hiring of coordinator out of 7.5% was supposed to be only for transitional

period. Originally position had fewer hours. It was only "folded" into the regular budget for one year. Then money was needed for other purposes. SAC continued to fund coordinator position because they felt occupants had demonstrated value.

It's muddy to have a staff person hired by SAC - it was problematic for the coordinator when there were staff hour reductions and the SAC coordinator was "protected."

Going Forward

- The 7.5% will be part of the parish - wide survey this year
- All information from the survey will be shared with congregation
- The SC will use all info to come up with a recommendation about 7.5%
- If it appears that congregation is ready to vote, vote on SC recommendation will happen at Annual Meeting 2018.
- If more discussion is needed, vote will be delayed.