

**UUA Transitions Office  
2021 Settled Search**

**Form to Record Changes from UUA/UUMA Recommended Ministerial Agreements**

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Congregation (full name): **Valley Unitarian Universalist Congregation**

City and State/Province: Chandler, AZ

Expected Ministerial Start Date: August 1, 2022

Percentage of Time   X 100%   ☐ 75%   ☐ 50%   ☐ Other, (please specify)

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Date form completed: Nov. 19, 2021

**Are you making changes to any part of the ministerial agreement recommended jointly by the UUA and the UUMA?**

☐ **We are not making changes to any part of the recommended UUA/UUMA Contract.**

**X We have made changes to the recommended UUA/UUMA Contract. The Board and the search committee have reviewed the draft contract and are aware of these changes.**

If changes have been made, please describe them in the correct section below. Each section corresponds to a section in the recommended ministerial agreement.

**Section 1: Intention**

☐ We have not made changes to this section.

X Yes, we have made changes to this section.

Changes are listed here:

**1.2.2** Added two responsibilities: "Development of relationships and congregational service within the wider community", and "Outreach and worship with congregants and the wider community via virtual platforms"

**1.2.8** Added "(if established)" because there is no Committee on Ministry at this time

**Section 2: Responsibilities**

*(Shared Leadership, Leadership Goals, Pulpit and Worship Services, Services to Persons, Services to the Board and Committees, Community Activities, Relationship to Church Staff, Office Hours and Days Off, Committee on Ministry/Transition Team, Evaluation of the Ministry, Minister's and Congregation's Conduct)*

☐ We have not made changes to this section.

X Yes, we have made changes to this section.

Changes are listed here:

**2.1.2** Added “Attendance by the Minister at board meetings is routinely expected.” Also, the name of the nominating committee is now the Leadership Development Committee.

**2.2.3** Added “Worship services and messages to the congregation and community will be offered virtually and in-person to ensure wide access.”

**2.4** Added “The congregation is committed to living its values in the wider community, stating in its covenant that “service is our prayer” and actively working to make the world a better place through many social action initiatives. The Minister leads and oversees these initiatives and engages in community relationships that enable greater impact.

And “The minister will be free to participate personally in public affairs, and will represent the congregation on occasion within the community, but will distinguish between personal opinions and congregational positions.”

**2.5.2** Deleted last bullet (there are no other Ministers serving the congregation at this time)

**2.6** Operational Responsibilities (new paragraph added):

“The Minister shall have specific rights, responsibilities, and authority regarding the Congregation’s finances as set out in Article IX, Section 3 of the VUU By-Laws, and Article II of Board Policies. The Board allocates its authority, except that which is reserved to itself, to the Minister. As the Board’s official link to the operating organization, the Minister is accountable for organizational performance and exercise of all authority transmitted to the organization via VUU’s governing policies.”

### **Section 3: Compensation, Professional Expenses, and Benefits**

*(Salary plus Housing Allowance, Other Benefits and Expenses, Reallocation, Annual Review of Compensation, Annual Leave, Denomination Service and Continuing Education, Sick/Medical/Disability/Birth Adoption/Family Leave, Sabbatical Leave, Relocation Expenses, Intellectual Property)*

☐ We have not made changes to this section.

X Yes, we have made changes to this section.

Changes are listed here:

**3.1.1.b** N/A Parsonage not offered (housing allowance instead).

**3.2.2.1** UUA Retirement Plan Employer Contribution is 10%.

**3.2.4** Documentation is needed for expenses exceeding \$50.

**3.5** Relocation expenses will be reimbursed up to \$12,000.

### **Section 4: Work Weeks and Leave Provisions**

☐ We have not made changes to this section.

X Yes, we have made changes to this section.

Changes are listed here:

**4.1** Added “The Minister will let the Board and Congregation know which days are available for work and meetings, barring unforeseen events that may cause schedule changes.”

**4.4** Added: “Vacation cannot be carried over beyond the subsequent year.”

**4.8** Amended: “The Minister may take 12 weeks of paid parental leave after the birth or adoption of a child, following the first year of service. Within the first year, the minister may take 6 weeks of paid parental leave after a birth or adoption.”

**4.11** Sabbatical leave accrual capped at 6 months, with no more than 4 months taken within a 12-month period. Notification to the Board for a planned sabbatical is 9 months in advance for a 4-month leave and 6 months for a shorter sabbatical.

#### **Section 5: Employment Term and Termination**

☐ We have not made changes to this section.

X Yes, we have made changes to this section.

Changes are listed here:

**5.5.3** No parsonage (N/A)

**5.5.1** Negotiated Resignation severance paid at one month per year of service up to 3 months or until the Minister has begun service in another comparable position, if sooner.

#### **Section 6: Dispute Resolution**

X We have not made changes to this section.

☐ Yes, we have made changes to this section.

Changes are listed here:

#### **Section 7: Amendment and Choice of Law**

☐ We have not made changes to this section.

X Yes, we have made changes to this section.

Changes are listed here:

**7.4** Laws of the State of Arizona

#### **Additional Comments:**