

UUFSD Select Committee on Staffing
Pulpit Fill: Scenario of Last Resort

Personnel: invited speakers on Sundays, new part-time positions for pastoral care and volunteer/inreach coordinator, half-time RE and music, full-time administrator. Augment salaries for administrator, music, and A/V

Budget: \$246,857; Net Income: \$41,630

The Pulpit Fill scenario assumes there will not be a full-time or part-time minister serving on an ongoing basis. It is essentially what we do each summer, but on a year-round basis or until we find someone in a more regular arrangement. Sunday services would be organized by the Worship Committee and feature a variety of invited speakers, hopefully well vetted and highly engaging. We would seek a Pastoral Care professional (clergy or lay person) on a part-time basis to have some ongoing professional support. We also propose a part-time Volunteer/Inreach Coordinator to make the calls and encourage members to engage to ensure that all the needed tasks are covered. As with the other 2 scenarios, we assume a half-time Religious Educator and a half-time Music Director (with Music Director at the \$30/hr rate in the currently published job ad). We also propose a full-time, well compensated Office Administrator and four weeks of overlap with Tracey before she retires. Because of the absence of a minister, these three positions will have to work closely together and with a high degree of self-direction, so we need enough funding to attract highly qualified individuals.

This scenario relies heavily on Fellowship volunteers and committees as well as staff. The Worship Committee would be responsible for scheduling speakers, aiming for a mixture of ordained UU clergy, internal members, and outside speakers. Funding is provided for honoraria and occasional travel expenses to enable us to bring in special guests from time to time. We also propose some back-up plans for weeks when no speakers are available. Worship Associates would take more responsibility for coordinating services, working with the Music Director and/or Music Committee and the RE program.

Financially, this is the least expensive option. It also carries the highest risk. Without a minister, it is unclear who would supervise staff. We don't have a good answer, but strongly recommend one individual be assigned that role to provide consistent guidance and oversight. The staff supervisor or chief of staff could be a member with management experience who serves as an ex officio member of the Board.

The Pulpit Fill scenario creates opportunities for much experimentation and creativity. It allows us to try different approaches and perhaps uncover some core preferences and find new leaders. However, it also creates the potential for confusion about mission, vision and identity. The Board and possibly additional leaders would have to work hard to create and maintain a sense of coherence, connectedness, and a commitment to creating the beloved community.