UUFD Changes to UUA Minister Contract Template

Deleted all sections pertaining to Interim, Developmental, or Transition ministeries (IDT)

1.0 Goals and Relationships

1.2.2 replaced last three bullet items
1.2.5 deleted section
1.3.1 *Start-Up* — deleted details pertaining to IDT
1.3.2 Assessment — deleted details pertaining to IDT
1.3.3 *Anti-Racism, Anti-Oppression, and Multi-cultural Awareness* —
- deleted details pertaining to IDT

1.3.4 *Ongoing Dialogue* — deleted details pertaining to IDT

2.0 Responsibilities

2.1.1 *Services to the Board* — changed ex-officio member to consultant
- deleted details pertaining to IDT

2.1.2 *Services to Committees/Teams* — replaced "ex officio member of all committees" with
+ "serve as a consultant to all committees, called upon when needed".

2.1.3 *Fiscal Affairs* — deleted section giving minister access to all financial records
2.2.2 *Accountability for Worship Services* —
replaced section that gives minister responsibility for all worship services

2.2.3 *Leading Worship* — reduced number of minister-led services from 30-35 to 12-13
- deleted "major religious holidays"
- deleted all bullet points about minister having time off
- deleted details pertaining to IDT

2.2.4 *National Guard Service* —
- deleted this section referring to National Guard service

2.3 *Other Ministerial Services* — replaced UUA's words with:
+ minister leading effort to develop Pastoral Care structure and resources
+ minister may choose to officiate at major life events when requested
+ minister may expect a honorarium from requestor at life event officiating
deleted details pertaining to IDT

2.4 *Community Activities* —
- deleted details pertaining to IDT

2.5 *Relationship to Congregational Staff* — replaced entire section with
= section describing "Congregational Governance by the Board".

3.0 Compensation

3.1.1 *Salary and Housing Allowance* — set minimum annual compensation at $8,975
paid on the first of each month

3.2.2 *Retirement Contribution* — Board decided on a 5.0% Employer Contribution
3.2.3 deleted insurance benefits: health, dental, long term disability, group term
does Iowa mandate this coverage for part time employee?

3.2.4 *Professional Expenses*
- deleted section

3.5 *Relocation and Moving Expenses* - Board decided that this will be negotiated

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4.0 ***Work Schedule and Hours***

Reconstructed entire section on "Work Week and Leave Provisions" with
4.1 + added "*Work Schedule*"
4.2 + added "*Work Hours*"
4.3 - deleted "*Study Leave*"
4.4 - deleted "*Vacation*"
4.5 - deleted "*Holidays*"
4.6 = retained "*Sick Leave*" which needs consideration
4.7 = retained "E*xtended Medical Leave*" which needs consideration
4.8 = retained "*Parental Leave*" which needs consideration
4.9 = retained "*Leave for a Family Member*" which needs consideration
4.10 = retained "*Bereavement Leave"* which needs consideration
4.11 - deleted "*Sabbatical Leave*"

5.0 **"*Employment Term and Termination*"** deleted details pertaining to IDT

5.1 *Term* — + inserted one year term; appended 5.1.1 *Agreement Extension*
5.2 *Termination by Resignation or Retirement* — no change
5.3.1 *Termination Due to Death* — no change
5.3.2 *Termination Due to Disability* — no change
5.3.3 *Parsonage Upon Termination* —
- deleted section
5.4 *Administrative Leave/Suspension* —
- deleted references to unpaid leave and vacation
5.5.1 *Negotiated Resignation* —
- deleted references to irrelevant benefits
5.5.2 *Dismissal by Congregational Meeting* —
- deleted references to irrelevant benefits
5.5.3 *Dismissal with Reason* — no change
5.6 *Non-Disclosure or Confidentiality Clauses* —
= replaced "interim" with "transition"
5.7 No Payment toward Benefits after Termination — no change

6.0 ***Dispute Resolution*** — no change

7.0 **Amendment and Choice of Law**

7.1 *Amendments* — no change
7.2 *Severability* — no change
7.3 *Review* — deleted, irrelevant
7.4 *Choice of Law* — inserted "State of Iowa"
7.5 *Copy* — no change