

**Performance, Wage and Salary Review Policy**  
**Approved on January 12, 2022**

1) The minister will have an evaluation by the Board of Trustees and/or the Committee on Ministry at intervals to be determined by the Board and Committee on Ministry. Yearly goals will be set by the Board and Committee on Ministry. Wages/salaries will be in line with UUA guidelines. Cost of living increases should be considered.

2) The minister will evaluate the Coordinator/Director of Religious Education, church administrator and church bookkeeper.

a) The minister will submit an annual outline of the process for performance reviews of the CRE/DRE, church administrator and church bookkeeper.

b) Wages/salaries will be in line with UUA guidelines. Cost of living increases should be considered

c) An evaluation of the job and responsibilities should occur annually

3) Consideration should be given on ways to show staff recognition and appreciation for those for those who go above and beyond.