

Healthy Congregations Extended Consultation

Full Assessments to Address Conflict and Promote Healthy Congregations

When disagreement is damaging the life of a congregation, we encourage the board and minister to jointly request a full assessment by the PNWD Healthy Congregations Team.

The consultation is outlined and contracted in an initial meeting with the board. It typically provides for two on-site visits subsequent to the contracting meeting, one to conduct interviews with the board, clergy and congregation, and one to report back to all involved. Additional off-site work consists of further information gathering, analysis and report writing.

The entire assessment process engages two Healthy Congregations Team members in 24 to 45 hours each of onsite work and a multiple of that time offsite, varying according to the extent and complexity of the conflict.

The team provides full assessments to congregations at substantial discount, according to membership size.

For "Full Fair Share" congregations (contributing 100% of expected District dues and UUA Annual Program Fund):

- Stipend of \$450 per consultant for congregations of 150 or fewer
- Additional fee of \$2 per member above 150
- Expenses incurred by both consultants, including meals and overnight lodging as needed at a modest-rate hotel. (Home hospitality is not advised when a congregation is in conflict.)
- PNWD will cover transportation costs

For congregations which are not "Full Fair Share" in PNWD:

- Stipend of \$900 per consultant for congregations of 150 or fewer
- Additional fee of \$4 per member above 150
- Expenses incurred by both consultants, including meals and overnight lodging as needed at a modest-rate hotel. (Home hospitality is not advised when a congregation is in conflict.)
- Transportation costs, at prevailing IRS mileage rate by private car, or actual cost of commercial transportation/ rental car

Rates are subject to change until contracted. Congregations outside of the PNWD may be served upon special arrangement with their UUA District or the Canadian Unitarian Council. Generally, fees will follow the rates for congregations which are not "Full Fair Share" in the PNWD, except private car mileage will be at prevailing IRS business rate. All fees are payable in US funds only.