

# USMS Convention—Dearborn, Michigan 2006

<b>Committee Name:</b> Finance	<b>Session #:</b> 1	<b>Report #:</b> 11
<b>Minutes recorded by:</b> Jeanne Ensign	<b>Date/time of meeting:</b> 9/14/06, Thursday	

## Proposed Expenditures

1. None

## Action Items

1. MSA minutes of the Finance Committee – 2005 Convention

<b>Committee Chair:</b> Jeff Moxie	<b>Vice Chair(s):</b> Sarah Welch	
<b>Number of committee members present:</b> 17	<b>Absent:</b> 4	<b>Number of other delegates present:</b> 10
<b>Committee members present (list all, including chair and vice chair):</b> Jeff Moxie, Sarah Welch, Joanie Campbell, Doug Church, Ross Davis, Phil Dodson, Betsy Durrant, Jeanne Ensign, Conrad Johnson, Lucy Johnson, Fred Nelis, Anna Lea Roof, Kris Wingenroth, Ralph Davis, Margaret Bayless, Tom Boak, Leo Letendre		
<b>Committee Members absent:</b> Elyce Dilworth, Dan Gruender, Karla Rees, Barbara Thomas		

## Minutes

The meeting was called to order at 11:30 am.

1. MSA minutes of the Finance Committee – 2005 Convention
2. Report and discussion on Membership Dues Task Force Report – Jeff Moxie / Laura Winslow
3. Treasurer's report – Tom Boak. Please see Treasurer's report in Convention packet.
4. Controller's report - Margaret Bayless. Margaret distributed the reviewed 2005 financial statements prepared by Clifton Gunderson and answered questions regarding them. She distributed and discussed a USMS financial overview showing 2005 activity and balances compared to the last few years and 2006 estimates. The committee applauded the extraordinary financial reporting we've received from Margaret during the year and at convention. The committee reviewed the 2006 overbudget items.
5. Compensation Task Force – Sarah Welch presented a draft report and brought the committee up to date. (Task force comprised of Sarah Welch, Barbara Thomas, Jeanne Ensign, Lee Carlson, Tom Boak, Jeff Moxie, Laura Winslow). Following is the premise on which the task force is basing their work:

*USMS is primarily a volunteer organization. USMS seeks to create paid positions when it is impractical or deemed impractical for the organization to rely on volunteers, or when USMS recognizes a significant opportunity which avails itself to paid staffing. USMS wants to compensate its employees in a manner that respects their work, but recognizes its financial and organization limitations to competing in high priced job markets. USMS also functions as a "virtual" office with employees "telecommuting." USMS seeks to compensate employees in the middle range (+/- 25% of mean) income level for the work performed by similarly skilled individuals, in similarly sized and similarly staffed non-profit organizations. When recruiting to fill a vacated position USMS will look at national and local averages for similar positions when appropriate and available. USMS also seeks to create fair internal pay relationships. To the extent that current compensation is noncompetitive, the Executive Director will adopt an approach to gradually move positions to within the target range. The Executive Director, as the manager of the national staff, will be responsible for salary administration (pay increases/reductions, bonuses and incentives).*

6. Committee will reconvene Friday at 10:30 am.

The meeting was recessed at 12:35 pm.