Annual Conference established the Pastoral Compensation and Benefits Advisory Committee (PCBAC) to serve as a continuing committee for Annual Conference, adopting in 1985 the following recommendations that:

1. Perhaps because the initial recommendation stated that PCBAC should report directly to Annual Conference, the committee has for years presented its recommendation regarding an annual increment in pastor’s salaries directly to Annual Conference rather than to the denominational board. The Manual of Organization and Polity has reflected that standard practice. The Leadership Team recommends that Annual Conference officially adopt as polity the statement recorded in the polity manual in place of the last phrase of the final paragraph of the 1985 Minutes shown above:

   The committee recommends annually an appropriate increment to be suggested for pastors’ salaries.

2. When Annual Conference adopted these recommendations in 1985, it did not specify how the committee would be appointed, but it held an election through its usual process of Standing Committee presenting two nominees per position on an Annual Conference ballot, from which the committee members were elected. Since 1985, this process has required nominating four district executive on the initial Standing Committee ballot.
Because the Council of District Executives now appoints district executive representatives to many more boards and committees than was true in 1985, because the number of district executives has diminished due to fewer districts having associate district executives, and because the Council of District Executives knows best how to divide out responsibilities among its members, the Leadership Team – with the approval of the executive committee of the Council of District Executives, the Nominating Committee of Standing Committee, and the Pastoral Compensation and Benefits Advisory Committee – recommends that Annual Conference amend polity to state:

The committee be appointed in a manner determined is elected by the Annual Conference and reports directly to the Annual Conference.

The committee be is composed of five members, serving a five-year, non-repeating term, with composition of the committee representing pastors (one member), district executives (one member), and the laity (three members), with one lay member being a compensation practitioner from the secular world. All are elected by Annual Conference via a Standing Committee ballot, except the district executive, who is nominated by the Council of District Executives and confirmed by Annual Conference. A Church of the Brethren staff member of the Office of Human Resources serves as a non-voting liaison to this committee.

If this recommendation is adopted, the Manual of Organization and Polity chapter 1 section III.I. will read as follows:

A. Pastoral Compensation and Benefits Advisory Committee

1. The Pastoral Compensation and Benefits Advisory Committee is a continuing committee for Annual Conference.

2. The committee is elected by Annual Conference and reports directly to Annual Conference.

3. The committee is composed of five members, serving a five-year, non-repeating term, with composition of the committee representing pastors (one member), district executives (one member), and the laity (three members), with one lay member being a compensation practitioner from the secular world. All are elected by Annual Conference via a Standing Committee ballot, except the district executive, who is nominated by the Council of District Executives and confirmed by Annual Conference. A Church of the Brethren staff member of the Office of Human Resources serves as a non-voting liaison to this committee.

4. The committee acts as an advisory group on all pastoral compensation matters referred to the committee from the denominational board, Church of the Brethren Benefit Trust, Office of Human Resources, Church of the Brethren Ministers Association, district organizations, congregations, or Annual Conference or its Standing Committee.

5. The committee meets as needed when any of these groups suggest that attention be given to a specific issue.

6. The committee reports to Annual Conference at least every five years with an in-depth
review of pastoral compensation and benefits, and on such other occasions when it is necessary to bring a specific item to the attention of Conference.

7. The committee recommends annually an appropriate increment to be suggested for pastors’ salaries.

Leadership Team
David A. Steele, general secretary, chair
Samuel Kefas Sarpiya, moderator
Donita J. Keister, moderator-elect
James M. Beckwith, secretary
David D. Shetler, Council of District Executives representative
Chris Douglas, Conference director, staff support

**Action of the Leadership Team:** On January 26, 2018, the Leadership Team approved the proposed amendment to polity and recommended its adoption by the 2018 Annual Conference.