6. Report of the Pastoral Compensation and Benefits Advisory Committee

The Pastoral Compensation and Benefit Advisory Committee continues to serve the denomination in the area of pastoral compensation and benefits. The committee provides a broad spectrum of input in its representation, which includes laity, a human resource professional, clergy and a district executive.

In 2019 the committee worked with the Office of Ministry and Brethren Benefit Trust (BBT) and the Council of District Executives (CODE) in the following areas:

- Carried out a comprehensive review of the salary table and compensation materials that the committee will continue working on in the next year.
- Reviewed the salary table and its use to ensure it is meeting the needs of the Church and pastors.
- Reviewed the data for change in the cash salary table for clergy presented to Annual Conference for approval.
- Presented an Insight session at the 2019 Annual Conference on a proposed salary table.
- Emailed a message to encourage pastors in their ministry
- Provided input on the administration of the Church Workers Assistance Program.
- Provided feedback and comments on the pension plan to BBT.
- Worked together with the Office of Ministry to update the Guidelines for Pastors’ Salary and Benefits, continued work on a parental leave policy for pastors, and recommended the inclusion of short-term disability benefits.

Respectfully submitted,

Beth Cage, chair, Ray Flagg, Terry Grove, Daniel Rudy, Deb Oskin
Nancy Sollenberger Heishman-Staff Liaison