

4. Report of the Pastoral Compensation and Benefits Advisory Committee

The Pastoral Compensation and Benefits Advisory Committee (“PC&BAC”) seeks to serve the denomination by providing support for pastors and congregations in establishing fair levels of compensation and benefits for pastors and by developing tools and resources for use by congregations. PC&BAC has developed the Integrated Annual Ministry Agreement, which includes the Annual Shared Ministry Priorities Agreement as tools. One of our prayers is that these tools will help pastors and congregations to create clarity around how they work together. For more information, please visit the Ministry Office section of the Church of the Brethren website: <https://www.brethren.org/ministryoffice/> The committee includes representation from laity, a secular compensation professional, a pastor, and a district executive. In addition, the committee works closely with the Office of Ministry and the Council of District Executives (CODE).

Since last year’s Annual Conference, the committee:

- Participated in a joint meeting of the Northern Indiana and South-Central Districts for in-depth discussions regarding the Integrated Annual Ministry Agreement, the Annual Shared Ministries Agreement, and use of the Compensation Calculator
- Initiated a review and revision of the Church of the Brethren Guidelines for Sabbath Rest, which began with evaluation of information received in response to a survey on this topic.
- Continued to work with Eder Financial on refinements to the Compensation Calculator and revisions to the Housing Equity Fund. This year’s business item NB3. Housing Fund Recommendations is the result of the committee’s partnership with Eder Financial and the Mission and Ministry Board.
- Continued to work closely with CODE to coordinate our work.

The Pastoral Compensation and Benefits Advisory Committee is sponsoring an equipping session titled “Toolbox for Caring for Your Pastor: Money and Beyond” on Saturday, July 6th from 12:30pm to 1:30pm.

The members of PC&BAC have found many blessings and much joy in our work together. We want every congregation and pastor to think of PC&BAC as a resource. Please contact us with questions and suggestions.

Peacefully, Simply, and Together

Bob McMinn, Laity, Chair

Angela Finet, Clergy, Secretary

Art Fourman, Laity

Andy Hamilton, CODE Representative

Lori Hurt, Secular Compensation Professional

Nancy Sollenberger Heishman, Staff Liaison, Office of Ministry Director