



# Church of the Brethren

## Office of Ministry

July 7, 2020

Dear Sisters and Brothers in Christ,

My name is Beth Cage, Chair of the Pastoral Compensation and Benefits Advisory Committee. The name of our committee defines the scope of our work. We serve as an advisory committee on pastoral compensation, benefits and employment matters and conduct the annual review of the Recommended Minimum Cash Salary Table for Pastors.

I would like to introduce you to the other four elected members of our committee, namely Deb Oskin-compensation practitioner from Southern Ohio/Kentucky District, Ray Flagg-laity from Atlantic Northeast District, Terry Grove-District Executive Minister representative from Atlantic Southeast District and Dan Rudy-clergy representative from Virlina District. We are blessed to work with Nancy Heishman, liaison from the Office of Ministry.

As you are aware, there was no Annual Conference to approve recommendations this year. As such, this committee was asked and felt that it would still be helpful for congregations and districts to hear our proposal on the cost of living adjustment for the coming year. The committee spent considerable time talking about the needs of congregations and the needs of pastors. We understand that some congregations are feeling the effects of the current economy due to their states' requirements for meeting together during the pandemic. We also understand that pastors have been put in an untenable situation of having to figure out a technology driven response in a short amount of time with an increased pressure to perform.

With these seemingly conflicting pressures upon the leadership of the church and the church body itself, we felt that a small increase in the COLA was in order. We want the congregations to know that we feel their angst about a salary increase. We also want the pastoral leaders to know that we appreciate their creativity and continued guidance that they give to their congregations. As such, the ***members of the Pastoral Compensation and Benefits Advisory Committee recommend a 0.5% (one-half of one percent) increase to the 2021 recommended Minimum Cash Salary Table for Pastors.***

This action has not been voted on by the delegates of Annual Conference but is a recommendation from this committee. May you continue to show God's love to others by your words and actions as you are Christ's hands and feet. Blessings to you in your ministry.

*Beth Cage*

Chair of Pastoral Compensation and Benefits Advisory Committee

*Continuing the work of Jesus. Peacefully. Simply. Together.*