July 22, 2020

Dear friends,

The Authorized Ministry Compensation Sub-Group of the Committee on Ministry recently met and reviewed the Compensation Recommendations for 2021. As we reviewed the materials, we considered the COVID-19 pandemic and its challenges for our ministers and our congregations. As you review the recommendations you will note that we have retained the 2020 salary compensation levels for 2021. We have however made one request. We request a further review as you prepare your budgets.

As we stated in the recommendations: 
*These recommendations are based on the uncertainty of our economic status during the pandemic. We recommend that as you develop your congregational budget you consult the Consumer Price Index or the 2020 projected Inflation rate and adjust your compensation accordingly.*

It is vital for congregations to understand that throughout the pandemic ministers have usually been working more hours rather than fewer, to meet the needs of the congregations they are serving. It takes much longer to prepare worship virtually or to even be on touch with everyone in the congregation. We ask our congregational leaders to take all this into account as they prepare budgets and compensation packages.

Please remember, too, that amendments to Ministerial Call Agreements and Three-Way Covenant forms should be completed annually and submitted to the conference office in January 2021.

If you have any questions, please feel free to reach out to one of the Sub-Group members.

In Christ's truth and love,

Rev. Jeff Brinks  
Ms. Barbara Hanks  
Mr. Tom Moyer  
Rev. Dr. Bonnie Bates, staff advisor