

ITEM H.112
FOR ACTION

<i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR’S OFFICE USE ONLY</i>			
A. Finance		E. Corporate Property, Legal, Finance	J. Board Nominating & Governance Subcommittee
B. Justice		F. PC(USA), A Corporation	P. Plenary
C. Leadership		G. Audit	
D. Worshiping Communities	X	H. Executive Committee	

Subject: Comment on Recommendation 1 of the report “Ministerial Compensation and the Theology of Compensation: Incentives and Solidarity,” from the Advisory Committee for Social Witness Policy”

“Requests the Presbyterian Mission Agency to have its Personnel Committee review church-wide ministerial salary data as context for its review of Mission Agency salaries”

Recommendation: That the Executive Committee forward the following comment on Recommendation 1 of the report “Ministerial Compensation and the Theology of Compensation: Incentives and Solidarity,” from the Advisory Committee for Social Witness Policy to the Presbyterian Mission Agency Board with a recommendation to approve and forward to the 221st General Assembly (2014).

Comment:

The Presbyterian Mission Agency Board is grateful for the persistent advocacy of the Advisory Committee on Social Witness Policy. It is through such deliberate encounters that we are all drawn to greater faithfulness. Despite our many conversations, the request raised in recommendation #1 is a new one for our dialogue, as it already reflects a current practice. Currently the Presbyterian Mission Agency follows a comparative pricing compensation approach, which aligns pay with equivalent individual positions in comparable religious/faith-based, non-profit and some for-profit organizations. Internal equity within the Presbyterian Mission Agency and the larger church is also a consideration, as is avoiding excessive compensation at the upper end of the scale. This approach readily accommodates organizational and job/role changes and recognizes performance and competency.

This practice is consistent with the Churchwide Compensation Guidelines, which include: *“In maintaining a relationship between the highest and lowest salaries, lower levels of compensation should be comparable to or better than the average salaries paid in the marketplace, but not so far above the average that good stewardship of the church’s funds is compromised. Salaries at the top levels should reflect a tempering of excessive compensation. In establishing compensation plans and/or individual salaries, comparable salary data may include data from other national church organizations, including pension boards and foundations, academic institutions, the publishing field, pastors’ salaries, and other sources as deemed appropriate by the elected bodies of the entities or the employing organization.”*

The Presbyterian Mission Agency seeks to be clear that churchwide ministerial salary data is only one component of the compensation system, and a relatively minor one, since few Presbyterian Mission Agency employees are serving in roles that require the traditional skills of a teaching elder: pastoral care, preaching, administration of the sacraments, leading a congregation, etc. While this experience is very useful in our work, the Presbyterian Mission Agency is equally dependent upon specific skills in program administration, mission administration, office administration, writing/editing/formatting, policy development, advocacy, law, finance, distribution, payroll, human resources, coaching and conference

planning, often with national/international dimensions. Many positions at the Agency are not filled by ministers of the PCUSA or of other denominations. The Churchwide Compensation Guidelines direct that *“Factors to be considered when setting compensation should include the nature, purpose, scope, and responsibility of the position; the experience, knowledge, and skills required; the challenge of the work to be done and its impact on the effectiveness with which the church achieves its mission.”*

If churchwide ministerial salary data is used as the sole context for compensation, it will be impossible to fulfill the Churchwide Compensation Guidelines (initially developed by the General Assembly in 1988 and most recently re-affirmed in 2002).

http://www.presbyterianmission.org/site_media/media/uploads/presbyterian_mission_agency/churchwide_compensation_guidelines_3-18-14.pdf