

**Recommendations of the Pastoral Relations Committee
for Congregations of the Unity of the Brethren
September 22, 2018**

To the Congregations of the Unity of the Brethren:

The Pastoral Relations Committee (PRC) has two primary duties. One is to maintain a relationship with the congregations of the Unity of the Brethren. The Unity By-Laws state: "When there is evidence that problems have developed between the members of a congregation and their pastor, the committee shall take the initiative to work with the governing body and the pastor in seeking to resolve such problems." Rest assured that we are not aware of any problems existing in any congregations at the present time.

We realize that the pastor is a leader of the congregation, along with the Board of Elders, to plan programs and activities in which workers can become actively involved. Congregations tend to desire a motivational pastor who: helps equip everyone for ministry, determines the membership's strengths and guides the development of those strengths, capitalizes on the membership's potential, and helps the membership reach agreed-upon goals. Unfortunately, sometimes problems arise because a pastor's vision and a congregation's vision are not compatible.

The duty of the PRC is to meet with these parties to help resolve problems. If resolution is not achievable, then the PRC guides the parties in a process of amicable separation. Subsequently, the PRC guides congregations through the process of calling a new pastor while supporting and guiding pastors seeking calls from congregations.

As stated before, the PRC is aware of no problems in congregations at this time. The purpose of this document is to remind and encourage congregations and pastors to avail themselves of the PRC's assistance as needed.

The second main duty of the PRC as stated in the By-Laws is "the responsibility to propose necessary salary considerations." The PRC's current recommendation breaks the issue into two parts: salary/vacation for the pastor, and pulpit supply compensation for the congregation.

The PRC recommends that all pastors receive at least a 2% salary increase each year. Congregations who are particularly pleased with their pastors' service are encouraged to give merit raises above the 2% rate.

Vacation is vital for the physical, emotional, and spiritual health of every pastor. The PRC recommends that pastors with 0-5 years of service be given 2 weeks of paid vacation; pastors with 6-10 years of service be given 3 weeks of paid vacation; and pastors with 11 years of service and above be given 4 weeks of paid vacation. Multiple weeks of vacation may be taken consecutively at each pastor's discretion.

The PRC recommends that ordained pastors be paid \$250.00-\$300.00 for pulpit supply while lay ministers and ministerial students are to be paid \$200.00-\$250.00. Travel expenses are to be added to these payments and are to be calculated according to the IRS standard mileage rates.

Please feel free to contact any member of the PRC regarding these guidelines or regarding any other matters concerning the relationships of congregations and their pastors.

Respectfully submitted,
The Pastoral Relations Committee
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Connie Janac
Trish Groseclose
Anna Wotipka
Rev. James Hejl, Pastor to Pastors

Attachment # 2