

## Staff-Parish Relations Committee Report

November 2014

At Church Conference in October, SPRC presented for vote three motions:

1. Pastors' compensation: The motion was made to adopt pastoral compensation as recommended by the Staff-Parish Relations Committee.
  - a. Additional information: For the past 3 years CUMC pastors' compensation has remained the same. For 2015, after considering the expected salary and benefits costs, conducting annual evaluations of the pastors' performance, and consulting with our District Superintendent, SPRC reached consensus to recommend increases for Pastors Grace and Sarah.
  - b. Clergy Compensation Agreements:
    - i. Pastor Grace: 3% increase resulting in a gross salary of \$75,190 of which \$3,000 has been designated accountable reimbursements.
    - ii. Pastor Sarah: 2% increase resulting in a gross salary of \$42,840 of which \$4,000 has been designated accountable reimbursements.
    - iii. Health insurance and pension benefits are also included for both pastors as per the standard for the conference.
2. Candidates for Ministry: The motion was made to for the church to vote for the candidacy or continued candidacy for ordained ministry of Anitta Milloro, Nikki Young, and Tyler Ward.
  - a. Background: We are blessed to have three candidates for ministry call CUMC their church home. During the fall, SPRC completed candidacy interviews with Anitta, Nikki, and Tyler. We listened to their spiritual stories, heard about their ministry passions, offered our support to them as they continue to discern their vocational calling, and notified them of our intent to recommend them for candidacy/continued candidacy.
3. Lay servant: The motion was made to certify George Groves as Church Lay Servant for the coming year.
  - a. Background: For the first time in a long time, we were able to introduce a lay servant for certification. This certification requires completion of coursework and approval by a district or annual conference committee. We are excited and grateful that George Groves has met those requirements to become a Lay Servant. We also look forward to more people in our CUMC family discerning their call into certified Lay Servanthood.

Thank you to all members of the congregation who attended and voted at Church Conference. If you were not able to attend, I'm glad to report that all three motions were approved.

Ongoing projects include:

- 1) Staffing:
  - a. discerning most effective lay staff roles
  - b. determining hours required to fulfill those roles
  - c. ensuring sound compensation practices
  - d. screening, interviewing, and hiring the right people to best meet CUMC needs
  - e. demonstrating prudence regarding the budget
- 2) Creating staff evaluation processes and procedures;
- 3) Formalizing staff liaison roles;
- 4) Exploring how we can use the expertise and ministry of the Lombard Mennonite Peace Centre during our interim year of discernment;
- 5) Finalizing the Employee Guidebook (created under the leadership of previous SPRC Chair Graham Wills) that provides our employees with clear information on CUMC employment policies and practices.

Please let me know if you have any questions. I can be reached at home at 630-369-3296 or by email at [sprc.chair@communityunitedmethodist.org](mailto:sprc.chair@communityunitedmethodist.org).