

Notes on Compensation Guidelines  
1/25/06

The Commission on Congregational Life has voted to apply a cost of living increase to the salary lines for each year since the current guidelines were adopted by Annual Meeting in 2004. CCL will be bringing to the 2006 meeting of the Conference a formal proposal for vote by the delegates and will institute that annual revision of the guidelines until such time as a full review of the Conference Guidelines is initiated. My guess is this will be once every 3-5 years to make sure that there are no further changes that would need to be considered. There were no provisions for an Annual COL increase to the salary portion of the guidelines when approved by the delegates in Wolfeboro in '04, which means that those two year old guidelines are all that we have to go by as official Conference policy. I would recommend that churches currently developing profiles and position descriptions use the '04 adopted guidelines as a platform, and that a 6-9% (3-4.5%per annum) COL increase be applied to the salary lines as the best formula. Conference Council deferred to CCL to be bringing this recommendation back for action at the June Annual Meeting of the Conference.

From CCL Chair.