

# Resolution

**Subject:** Review of Compensation and Benefits for Ministers in The Moravian Church of America Southern Province  
**From:** Leadership Development Committee

**WHEREAS** under the Constitution and Rules and Regulations of the Moravian Church in America Southern Province, the Provincial Elders Conference has the duty to determine the need for pastoral service in the congregations to call pastors to meet this need; and

**WHEREAS** the Provincial Elders Conference provides a salary schedule and benefits to a congregation during the call process for a minister; and

**WHEREAS** insurance costs for individual and family coverage have increased dramatically with family coverage costing \$2500 a month or \$30,000 a year; and

**WHEREAS** the defined benefit pension plans were abandoned by corporations in the early 1990s and replaced with better alternative cost effective retirement programs; and

**WHEREAS** most of our congregations are losing members, have members that have either lost a spouse or have a spouse requiring special care needs impacting their financial giving ability; leaving congregations in a difficult financial ability to cover the costs of a full time minister; and,

**WHEREAS** by 2030 a large number of the existing pastors will reach full retirement age and will likely be replaced with younger ministers requiring family insurance coverage, placing additional financial burden on our congregations; therefore be it

**RESOLVED, that** the Provincial Support Services Board working with the Provincial Treasurer to study the defined pension plan and other options that allows the congregation and the minister the opportunity to better contribute to their retirement savings and overall financial future; and be it

**RESOLVED, that** the Provincial Support Services Board and Provincial Treasurer study quality insurance coverage for our ministers possibly creating less financial burden for our congregations so that qualified ministers can be available to serve in The Moravian Church of America Southern Province;\* and be it

**RESOLVED, that** the PSSB and the Provincial Chief Financial Officer provide a report of their findings and recommendations to the 2026 Synod.

\*This can be accomplished by allowing ministers to remain on a spouse's insurance policy coverage with the congregation reimbursing for the costs of the insurance benefits or by taking advantage of the North Carolina Insurance Commission program that allows pooling of individuals together to obtain improved health care and lower costs for their coverage. With the agreements with the Episcopal, Lutheran and Methodist and the Moravian Church of America, pooling our ministers with ministers from other denominations to increase the size of the coverage pool, a reduction in costs and better insurance coverage can be achieved providing a better and affordable healthcare coverage for our ministers and their families.