

## **Professional Development SubCommittee Report**

### **COMMITTEE MEMBERS**

- Greg Meland, Director of Spiritual and Vocational Development, United Theological Seminary
- Rev. Kent Meyer, Zion UCC, LeSeur
- Rev. Dr. Clyde Steckel, former Seminary Dean and Professor
- Rev. Victoria Wilgocki, St. Anthony Park UCC, St. Paul
- Rev. Rick Wagner, Associate Conference Minister, MN Conference UCC

### **REPORT**

The Professional Development Subcommittee of the COM met via conference calls. After robust and frank discussion, we all agreed that there are many substantial, timely and affordable continuing education opportunities for clergy, non-ordained church staff and laity in Minnesota. The Minnesota Conference itself offers one-time events, monthly workshops (i.e. 4th Thursday), on-going Ministry Excellence Groups, as well as the Fall Convocation Retreats. There is now also a semi-annual Chaplains' Gathering, so a variety of professional development avenues are alive and well. Therefore, we as a subcommittee decided not to offer any additional continuing education events.

New clergy orientation is handled by Associate Conference Ministers Rick Wagner and Steve Boorsma as they welcome people to the Minnesota Conference UCC with Marita Karlisch's help in arranging transfers of standing.

The bulk of our subcommittee's work was updating and revising the clergy Compensation Guidelines. We reviewed the current guidelines (last updated in 2015). We also read compensation guidelines of the Iowa, Missouri-Mid South, Wisconsin, Nebraska, and Kansas-Oklahoma Conferences UCC as well as requirements from the ELCA and PC(USA) to compare and contrast our guidelines with theirs. After reading said guidelines, we had extensive conversation about changes that could or should be made. We made several minor revisions, the most important of which are 1) new salary ranges with a 2% cost of living increase and 2) the addition of a section pertaining to Commissioned Ministers. Other changes have been sent out as part of the Annual Meeting materials.

Respectfully submitted,  
Rev. Victoria Wilgocki