

Personnel Committee Webinar



Why Personnel Committees?

The Goal

- Provide Accountability & Processes for Employed Elders & Their Family Members
 - Manage Annual Review Process
 - Approve Reliant Compensation
 - HR Link to Reliant
- “Principle-based Approach”

Independent Members

- Not Employed by Reliant or the Church
- Not in Management of Church or Reliant
- No Circular Employment / Authority
- Not Related to anyone above
- No Other Financial Conflict of Interest
- 3-5 Men & Women

How does a Personnel Committee operate?

Structure and Operation

- Frequency of meetings will be determined by committee in collaboration with church governing board
- One committee member should be designated as chair
- Chair will prepare agenda, run meetings, and connect with Reliant Central as needed
- Minutes will be taken at meetings and maintained in an agreed upon place - all decisions should be documented in minutes

Structure and Operation

- Committee will manage the annual review and performance management of local pastors
 - Can oversee the annual review of family members of local pastors (see [Management of Relatives](#) policy)
- Committee will approve the compensation setting for local pastors and any family members of local pastors
- If church has local HR person (or salary point person), he/she should be a liaison to the committee (not a member of the committee)

Structure and Operation

- Personnel committee will act as reporting mechanism for personnel-related issues that involve pastors
- Upon formation of personnel committee, Reliant will have a “meet and greet” with chair or entire committee
- Additional resources and best practices will be provided to the church governing board and the personnel committee

Structure and Operation

- What to look for in potential committee members?
 - Experience with setting compensation
 - Human Resources experience
 - Management or leadership experience

A person is standing on a beach, looking out at the ocean. In the background, there are mountains under a cloudy sky. The scene is dimly lit, suggesting dusk or dawn.

What if we don't have people in our church that fit this criteria?

Non-local Committee Members

- Local or Partially-local is the Ideal
- Sending Church's Personnel Committee
- Alumni / Former Members / Parents
- Local Area Church Leaders
- Increase Local Membership over time



Question & Answers



Next Steps

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- Once committee is in place, schedule a call with Julie, Mike, and either the whole committee or the committee chair
- We will provide a resource packet
 - Compensation and evaluation calendar
 - Compensation setting processes
 - Sample Annual Evaluation
 - How to notify Julie of any HR issues
 - Other personnel committee best practices

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