

Forest Hills Presbyterian Church
Martinsville, Virginia

Compensation Philosophy Policy

Endorsed by Session [10/21/13]

Reviewed by Session [6/22/15]

General Policy Statement:

Base Pay

- Base pay should be established at rates designed to attract and retain the talent required to accomplish our mission and vision with excellence. PC(USA) Board of Pensions (BOP), Presbytery Committee on Ministry (COM) and salary compensation data shall be utilized as tools to perform annual compensation reviews and initiate appropriate adjustments.

Merit awards

- Merit awards are variable compensation earned and awarded for sustained performance surpassing expectations, goals and objectives in alignment with FHPC Mission and Vision. When the awardee plays a major role in the creation and implementation of new visions and programs, or achieves clear and measurable growth are examples of when merit awards should be considered. They are not based solely on what was accomplished, but also the manner in which it was accomplished.
- Merit awards are not entitlements and could be more, the same, less or zero from the previous year. They are intended to recognize, reward and incent outstanding performance.
- The Session shall approve a single line item as part of the annual budget for all staff merit awards. Amounts ranging from zero to this entire budgeted amount may be awarded to staff each year. The Administration Ministry will recommend to Session award amounts based on individual performance evaluations and contributions with considerations for the financial health of the church and budget. Session will maintain final approval of any recommendations from the Administration Ministry for merit pay.

Notes: Revised by Admin/Personnel Ministry 5/5/14