



Human Resources

Major work for 2016–2019

Personnel policies

During 2018 and 2019, Human Resources worked with colleagues to review and revise the current personnel policies. Final revisions will go to the Church Council in November 2019.

Compensation and benefits

Human Resources engaged with D. Hilton and Associates to revise the churchwide organization's compensation and salary administration plans. New structures were implemented in 2018 to remain competitive in the current market. Human Resources will continue to review this structure annually for market comparisons. Funds may be allocated annually for merit increases. The merit increase budget for 2017, 2018 and 2019 was 2% per year.

In January 2019, the churchwide organization implemented changes to its medical benefits plan. The primary plan has moved from Gold+ to Silver+, with the churchwide organization continuing to pay 100% of the premium for employees. Employees are now responsible for paying a portion of the premium for spouse and dependent coverage.

Beginning in 2019, the churchwide organization provided an additional week of vacation to eligible employees. This increase takes employees' vacation time from two, three and four weeks to three, four and five weeks annually, depending upon eligibility.

Staffing

As of April 30, 2019, the distribution of noninternational staff for the churchwide organization included 60% female, 29.6% people of color and 76% lay employees. The workforce is relatively balanced by age groups, with 33.3% millennials, 33.2% baby boomers and 31.75 Generation X.

Human Resources sponsors an annual Advent celebration, staff recognition events, Christmas service projects and other employee engagement activities.

Training and development

In addition to the churchwide organization's annual anti-harassment training, Human Resources partnered with program directors for gender and racial justice trainings for each of the units and offices. These training opportunities were well received and will be included in the annual training calendar along with supervisor training for current and emerging supervisors.

Internal committees

Human Resources is represented on the following committees: business continuity management, business continuity planning, policy review, data security and financial systems.

Major directions for 2020–2022

Human Resources will continue to engage the churchwide organization on training and development needs to work with other colleagues on gauging the culture of the churchwide organization and to pursue intentionality in recruitment of qualified, diverse candidates for position vacancies in the churchwide organization. The coming year will also see an increased focus on succession planning.

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