

DISTRICT SUPERINTENDENT/CONFERENCE STAFF COMPENSATION

ACTION TO BE VOTED ON:

A. The 2009 compensation for District Superintendents, Director of Mission and Ministry, and Conference Treasurer / Pension Officer / Director of Support Services will be set at \$71,067 for salary plus either a parsonage or a \$17,766 housing allowance (this totals \$88,833). This increase will be suspended until no later than March 31, 2009, at which time, the noted increase will be effective, retroactively to January 1, 2009; only if it is determined that revenues are sufficient to warrant such increase. This suspension does not affect any other sections of this petition.

B. Any District Superintendent serving more than six years would receive a total years-of-service increment of \$1,000 in the seventh year. For the eighth year, an additional annual years-of-service award of \$250 will be provided.

C. A parsonage shall be provided for District Superintendents who wish to live in conference-owned housing, but it shall be allowable for them to live in their own homes.

D. A portion of the above base compensation may be designated parsonage and/or housing exclusion, as appropriate, for purposes of tax exemption in accordance with Section 107 of the Internal Revenue Code. Any such designation shall be submitted to the Office of the Treasurer of the Rocky Mountain Conference, 6110 Greenwood Plaza Blvd., Greenwood Village, CO 80111 no later than January 1, 2009. Proper reporting of housing and/or parsonage expenses to IRS is the responsibility of the persons noted above.

E. Car expense shall be set at the year 2009 IRS business reimbursement rate for basic automobile use. HealthFlex (medical insurance), CPP (death and disability benefit) and CRSP (Clergy Retirement Security Program) payments shall be made by the Rocky Mountain Conference. In addition, \$1,200 for continuing education from accountable reimbursement funds, shall also be allowed.

F. In consultation with the Board of Stewards, Council on Finance and Administration, the Personnel Policies and Practices Committee and the Episcopacy Committee, the Directors of Support Services and Mission and Ministry shall annually establish salaries for all non-disciplinary full-time and part-time conference staff (excluding Camp Managers) in tiered ratios to the salaries established for the District Superintendents; the ratios reflecting the scope of responsibility of each position and providing a range within which to reflect tenure and quality of performance.

RATIONALE:

The goal of the Rocky Mountain Annual Conference since 2002 has been to set the base compensation of District Superintendents, which includes salary and housing, at 1.7 times the Conference Average Compensation. The CAC is an amount calculated annually by the General Board of Pension and Health Benefits. This goal was achieved in 2008. In 2009, the

44 CAC will be \$52,255; 1.7 times that amount is \$88,833. The increase amounts to 3.9% over
45 the 2008 compensation.

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47 2003: \$70,791 (less \$14,158 Housing Allowance) Equal to 1.7 times CAC

48 2004: frozen \$70,791 (less \$14,158 Housing Allowance), 1.7 times CAC=\$74,785

49 2005: \$73,623 (less \$14,725 Housing Allowance), 1.7 times CAC=\$76,588

50 2006: \$76,568 (less \$15,314 Housing Allowance), 1.7 times CAC=\$79,793

51 2007: \$81,162 (less \$16,232 Housing Allowance), 1.7 times CAC=\$82,260

52 2008: \$85,498 (less \$17,100 Housing Allowance), Equal to 1.7 times CAC

53 Prop. 2009: \$88,833 (less \$17,767 Housing Allowance), Equal to 1.7 times CAC

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55 At the time of this petition preparation, we have limited experience with the new “Tithing”
56 program. Also, the economy is in a recession and the impact on church giving is
57 undetermined. Significant reductions have been made in programming and other areas of the
58 proposed 2009 budget. Fiscal prudence and stewardship require this “suspension” action,
59 while at the same time, recognizing the importance of the spiritual and administrative tasks
60 carried out.

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63 **PETITION INFORMATION:**

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65 **EFFECTIVE DATE:** January 1, 2009

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67 **TERMINATION DATE:** December 31, 2009

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69 **FINANCIAL IMPACT:** None

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71 **ORIGINATOR OF THE PETITION:**

72 The Personnel Policies and Practices Committee and the Council on Finance and
73 Administration

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75 **PERSON TO PRESENT PETITION TO CONFERENCE:**

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