

CLERGY MINIMUM AND EQUITABLE COMPENSATION

1 **ACTION TO BE VOTED ON:**

2 The Rocky Mountain Annual Conference defines the following compensation terms:

3
4 **Minimum Base Compensation** is the specific amount of cash salary, housing, benefits and
5 reimbursable expense amounts set by annual petition for all clergy (Elders, Deacons and Local
6 Pastors) who are in good standing and appointed to full-time service according to the provisions
7 of the current *Book of Discipline*.

8
9 Effective January 1, 2009, this will be:

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11 **Cash salary** of \$30,830, which is 59% of the 2009 Conference Average Compensation (CAC) of
12 \$52,255. This is the same percentage of the CAC as in 2008. For clergy who are in good
13 standing and appointed to less than full-time service in the local church, the minimum base
14 compensation shall be adjusted in one-quarter increments.

15
16 **Housing** is provided either by a parsonage or a cash housing allowance that allows the clergy to
17 obtain housing in their community that meets conference parsonage standards. In 2009,
18 depending upon the location, the allowance should be an annual amount between \$10,000 and
19 \$18,000.

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21 **Benefits** are established by other annual conference petitions and by the current Book of
22 Discipline and include health insurance, CRSP pension funding, and CPP death and disability
23 funding.

24
25 **Reimbursable expenses** are those expenditures made by the clergy in the fulfillment of their
26 responsibilities that are allowed, by IRS regulations, to be reimbursed as business expenses.
27 These include travel (including to Annual Conference), continuing education, books and
28 periodicals, and meeting expenses. These amounts should be agreed upon by the local church
29 and the clergy. For full-time appointments, it is recommended that this amount be set at an
30 annual minimum of \$2,500.

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32 In addition, we define **Equitable Compensation** as the Minimum Base Compensation plus a
33 consideration of the following factors:

- 34
35 Experience and years of service
36 Cost of living in the community
37 Years of education
38 Work load
39 Attainment of goals agreed upon by clergy and SPPR
40 Each clergy's housing equity goals

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42 **Redistribution within the compensation package** – Because it affects both the Conference
43 and the Denominational Average Compensation, as well as the pastor's pension funding, no

44 more than 20% of the pastor's cash salary can be moved from taxable salary to tax-exempt
45 reimbursable expenses.

46

47 **Student Local Pastors** - Student local pastors as defined in ¶318.3 of the 2004 *Book of*
48 *Discipline* under appointment are to receive base compensation, prorated for less than full time
49 work as agreed between the local church, the student pastor, and the district superintendent.
50 Professional expenses of the student or the actual costs incurred while working at the church are
51 recommended to be reimbursed by voucher. For travel expenses student pastors are to be
52 reimbursed by voucher at the 2009 IRS Business Rate.

53

54 **Vacation** – Pastors should be provided with four (4) weeks vacation every year. Churches are
55 encouraged to discuss vacations with their pastor(s), particularly during the first year of re-
56 appointment.

57

58 **Study Leave / Sabbatical**

59 1. Full time pastors, to continue their education, should be allowed study leave of at least one
60 week each year and at least one month each quadrennium (¶351.2, 2004 *Book of Discipline*).
61 Such study leave shall not be considered vacation.

62

63 2. Full-time pastors (after 6 [six] years in the same appointment) be allowed up to 6 [six] months
64 formation and spiritual growth leave. (2004 *Book of Discipline* ¶351.3)

65

66 **Sick Leave**

67 Each local church policy for clergy sick leave is at the discretion of the local church in
68 consultation with the District Superintendent.

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70 **Family Leave**

71 Pastors should be allowed up to a maximum of eight weeks of paid family leave. Such leave
72 shall comply with the guidelines established in ¶355 of the 2004 *Book of Discipline*.

73

74 Each annual budget shall include an amount that is to be used for the purpose of pulpit and
75 pastoral supply during family leave situations. During family leave, the local church is
76 responsible for continuing all clergy compensation, and the conference is responsible for the
77 pulpit/pastoral supply costs. The cabinet shall direct the use of these funds and normally, such
78 assistance will provide only partial funding of the total costs that may be involved. For 2009, the
79 budgeted amount shall be \$5,000.

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81 **Maternity/Paternity Leave**

82 Pastors shall be allowed maternity/paternity leave in compliance with ¶356 of the 2004 *Book of*
83 *Discipline* to be a minimum of eight weeks and not to exceed one-quarter of a year.

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85

86 **RATIONALE:**

87 ¶624 of the 2004 *Book of Discipline* requires that the Annual Conference have a body, the
88 Commission on Equitable Compensation, charged with the responsibility of developing and

89 administering a program of equitable compensation for the clergy. This petition is the
90 instrument through which the Commission on Equitable Compensation carries out its
91 responsibility. This petition is presented annually. The amount of money requested (\$30,000)
92 will be all used to assist clergy receive minimum compensation.
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95 **PETITION INFORMATION:**

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

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

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101 **ORIGINATOR OF THE PETITION**

102 **Name:** Commission on Equitable Compensation

103

104 **PERSON TO PRESENT PETITION TO CONFERENCE:**

105 **Name:** Michael Bergman

106 **Address:** Montclair UMC

107 1195 Newport St.

108 Denver, CO 80220

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112

113 **FINANCIAL IMPACT:**

114

115 **WILL THERE BE ANY FINANCIAL IMPACT TO THE CONFERENCE?** Yes

116

117 **ORIGINATOR OF THE PETITION: Conference Commission on Equitable Compensation**

118 (To be completed by the Originator of the Petition)

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120 Cost: \$30,000

121 Period: January 1, 2009 to December 31, 2009

122 Funds provided by the Rocky Mountain Conference 2009 Budget

123