

**PETITION**  
to the  
**2018 ROCKY MOUNTAIN ANNUAL CONFERENCE**

**TITLE: Minimum and Equitable Compensation**

**ACTION TO BE VOTED ON:**

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

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

5 Effective January 1, 2019, this will be:

6 **Cash salary** of \$38,199, which is 57% of the 2019 Conference Average Compensation (CAC) of \$67,016. For clergy  
7 who are in good standing and appointed to less than full-time service in the local church, the cash salary shall be  
8 adjusted in one-quarter increments as follows:  $\frac{3}{4}$  time = \$28,649,  $\frac{1}{2}$  time = \$19,100,  $\frac{1}{4}$  time = \$9,550.

9 **Housing** is provided either by a parsonage or a cash housing allowance that allows the clergy to obtain housing in their  
10 community that meets conference parsonage standards. In 2019, depending upon the location, the allowance is  
11 *suggested* to be an annual amount of no less than \$12,199 for a full time appointment. For those communities where  
12 housing equivalent to conference parsonage standards costs less than \$12,199 per year, it is suggested that the annual  
13 amount be no less than \$12,199 for a full-time appointment.

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

16 **Reimbursable expenses** are those expenditures made by the clergy in the fulfillment of their responsibilities that are  
17 allowed, by IRS regulations, to be reimbursed as business expenses.

18 These include travel (including to Annual Conference), continuing education, books and periodicals, and meeting  
19 expenses. These amounts should be agreed upon by the local church and the clergy. For full-time appointments, it is  
20 recommended that this amount be set at an annual minimum of \$3,000.

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

23 Experience and years of service

24 Cost of living in the community

25 Years of education

26 Work load

27 Attainment of goals agreed upon by clergy and the SPR/PPR Committee.

28 Each clergy's housing equity goals

29 **Redistribution within the compensation package**

30 Because it affects both the Conference and the Denominational Average Compensation, as well as the pastor's pension  
31 funding, no more than 20% of the pastor's cash salary can be moved from taxable salary to tax-exempt reimbursable  
32 expenses.

33 **Equitable Compensation Fund** is the amount budgeted in the Conference annual budget for emergency  
34 supplementation of clergy salaries in churches or charges that are unable to provide minimum compensation. As  
35 defined in ¶342, ¶624, and ¶625 in *The Book of Discipline 2016*, this fund, and any disbursements from it, is overseen  
36 by the Commission on Equitable Compensation.

37 **Student Local Pastors**

38 Student local pastors as defined in ¶318.3 in *The Book of Discipline 2016* under appointment are to receive base  
39 compensation, prorated for less than full time work as agreed between the local church, the student pastor, and the  
40 district superintendent.

41 Professional expenses of the student or the actual costs incurred while working at the church are recommended to be  
42 reimbursed by voucher. For travel expenses student pastors are to be reimbursed by voucher at the 2019 IRS Rate.

43 **Vacation**

44 Pastors should be provided with four (4) weeks' vacation every year. Churches are encouraged to discuss vacations  
45 with their pastor(s), particularly during the first year of reappointment.

46 **Study Leave/Sabbatical**

47 1. Full time pastors, to continue their education, should be allowed study leave of at least one week each year  
48 and at least one month each quadrennium (¶350.2, *The Book of Discipline 2016*). Such study leave shall not  
49 be considered vacation.

50 2. Full –time pastors (after 6 [six] years of full-time appointment) be allowed up to 6 [six] months formation  
51 and spiritual growth leave. (¶350.3 and ¶351, *The Book of Discipline 2016*)

52 **Sick Leave**

53 The policy for clergy sick leave is at the discretion of the local church in consultation with the District Superintendent.

54 **Maternity/Paternity Leave**

55 Pastors may be allowed up to a maximum of eight weeks of paid maternity/paternity leave. Such leave shall comply  
56 with the guidelines established in ¶355 in *The Book of Discipline 2016*.

57 Each Rocky Mountain Conference annual budget shall include an amount that is to be used for the purpose of pulpit  
58 and pastoral supply during the absence of a pastor on maternity/paternity leave. During such leave, the local church  
59 will be responsible for continuing all clergy compensation. The church may request conference financial support to  
60 help defray pulpit supply costs. The cabinet shall direct the use of these funds and, normally, such assistance will  
61 provide only partial funding of the total costs that may be involved. For 2019, the Rocky Mountain Conference  
62 budgeted amount shall be \$1,000.

**PETITION DETAILS**

This petition is a

- Binding Action  
 Non-Binding Resolution

Effective Date: January 1, 2019

Termination Date: December 31, 2019

Does this petition modify the Annual Conference Standing Rules and Operational Procedures (SROP)?

- Yes  
 No

If "Yes," please complete the information below.

- This petition will modify Section 1.1  
 This petition will create a new Section x.x.x

Conference Agency responsible for implementation and termination review:  
Commission on Equitable Compensation

NOTE: All paragraph numberings within the SROP and the final designation of the Conference Agency responsible for implementation and termination review are subject to review by the Rules Committee.

**ORIGINATOR OF THE PETITION (individual, church, or organization):**

Name Commission on Equitable Compensation  
Address  
City, State, Zip  
Email  
Phone

**PERSON TO PRESENT PETITION AT ANNUAL CONFERENCE:**

Name Rev. Eric Feuerstein  
Address 801 Main Street  
City, State, Zip Canon City, CO 81212  
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Phone 719-275-0681  
Phone @ Conference 719-529-0651

**FINANCIAL IMPACT:**

Will there be any identifiable financial impact to the Conference?

Yes  
 No

If "Yes," please fill in the information below.

To Be Completed by the Originator of the Petition

Cost: \$15,000 for Equitable Compensation  
\$1,000 for Maternity/Paternity Leave

Period

One Time  
 One Year  
 Multiple Years

To Be Completed by Conference Council on Finance and Administration (CFA)

Review by CFA 04/20/2018

Included in proposed 2019 budget

Yes  
 No

Amount if included \$16,000.

May be considered for budgets in future years

Yes

No

Projected Amount    \$16,000

Recommendation by CFA concerning funding: Approved

Reason for recommendation: This funding is consistent with the requirements in *The Book of Discipline of The United Methodist Church 2016*.

**RATIONALE (Not debatable):**

1

2

**ATTACHMENTS (Additional Information / Not Debatable)**