



**PETITION
to the
2019 MOUNTAIN SKY CONFERENCE**

TITLE: Minimum Compensation

ACTION TO BE VOTED ON:

1 The Mountain Sky 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, 2020, this will be:

6 **Cash Salary** of \$34,314 for Licensed Local Pastors who have completed Licensing School; \$38,314 for Elders,
7 Deacons, and Associate Members and for LLPs who have completed course of study. For clergy who are in good
8 standing and appointed to less than full-time service in the local church, the cash salary shall be adjusted in one-
9 quarter increments.

10 Churches which cannot meet the standard by January 1, 2020, due to the change in this minimum compensation
11 policy will be given a 3-year grace period to be negotiated between the church, the pastor, and the District
12 Superintendent so that minimum compensation will be written into a covenant. Payment obligations shall be met to
13 fulfill ¶624 of The Book of Discipline 2016 to be paid out of the Equitable Compensation Fund. (¶625.9)

14 **Housing** is provided either by a parsonage or a cash housing allowance that allows the clergy to obtain housing in
15 their community that meets conference parsonage standards.

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

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

20 These include travel (including to the Annual Conference), continuing education, books and periodicals, and
21 meeting expenses. These amounts should be agreed upon by the local church and the clergy. We value conference
22 participation and require continuing education for our clergy. Therefore, we recommend that churches provide a
23 minimum of \$3000 per year for reimbursable expenses.

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

- 26 Clergy Effectiveness
- 27 Experience and years of service
- 28 Cost of living in the community
- 29 Years of education
- 30 Work load
- 31 Attainment of goals agreed upon by clergy and the SPR/PPR Committee
- 32 Each clergy's housing equity goals

33 **Redistribution within the compensation package.** Because it affects both the Conference and the Denominations
34 Average Compensation, as well as the pastor's pension funding, no more than 20% of the pastor's cash salary can be
35 moved from taxable salary to tax-exempt reimbursable expenses.

36 **Equitable Compensation Fund** is the amount budgeted in the Conference annual budget for emergency
37 supplementation of clergy salaries in churches or charges that are unable to provide minimum compensation. As
38 defined in ¶342, ¶624, and ¶625, this fund, and any disbursements from it, is overseen by the Conference Leadership
39 Team.

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

43 Professional expenses of the student or the actual costs incurred while working at the church are recommended to be
44 reimbursed by voucher. For travel expenses student pastors are to be reimbursed by voucher at the 2020 IRS Rate.

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

47 **Study Leave/Sabbatical**

48 1. Full time pastors, to continue their education, should be allowed study leave of at least one week each
49 year and at least one month each quadrennium (¶351.2, The Book of Discipline 2016). Such study
50 shall not be considered vacation.

51 2. Full-time pastors (after 6 [six] years of full-time appointment) be allowed up to 6 [six] months
52 formation and spiritual growth leave. (¶351.3 and ¶352, The Book of Discipline 2016)

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

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

57 Each Mountain Sky 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 2020, the Mountain Sky Conference
62 budgeted amount shall be \$1,000.

63

RATIONALE (Not debatable):

1
2

EVALUATION (Not debatable):

1
2

ATTACHMENTS (Additional Information / Not Debatable)

None.

PETITION DETAILS

This petition is a

Binding Action

Non-Binding Resolution

Effective Date: January 1, 2020

Termination Date: December 31, 2020

PETITION ADVOCATE

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FINANCIAL IMPACT:

Will there be any identifiable financial impact to the Conference?

Yes

No

If "Yes," please complete the information below.

To Be Completed by the Originator of the Petition

Cost: \$20,000 for Equitable Compensation
\$1,000 for Maternity/Paternity Leave

Over what span of time (check one):

One Time

One Year

Multiple Years

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

Review by CFA on: mm/dd/yyyy

Included in proposed 2020 budget?

Yes

No

Amount if included \$21,000

May be considered for budgets in future years?

Yes

No

Projected Total Amount \$21,000

Recommendation by CFA concerning funding

Reason for recommendation