

**PETITION
to the
2021 MOUNTAIN SKY CONFERENCE**

TITLE: Minimum Compensation

ACTION TO BE VOTED ON:

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

2

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

7

8 Effective January 1, 2022, this will be:

9

10 **Cash Salary** of \$35,847 for Licensed Local Pastors who have completed Licensing
11 School; \$39,847 for Elders, Deacons, and Associate Members, and for LLPs who have
12 completed course of study. For clergy who are in good standing and appointed to less
13 than full-time service in the local church, the cash salary shall be adjusted in one-quarter
14 increments. It is suggested that clergy appointed to 3/4-time appointments lead worship 3
15 of every 4 Sundays, clergy appointed to 1/2-time appointments lead worship 2 of every 4
16 Sundays and clergy appointed to 1/4-time appointments lead the worship 1 of every 4
17 Sundays. Other creative agreements can be made in consultation with the pastor and the
18 District Superintendent to fit the needs of the local church.

19

20 Churches which cannot meet the standard by January 1, 2022, due to the change in this
21 minimum compensation policy, will be given a grace period to be negotiated between the
22 church, the pastor, and the District Superintendent so that minimum compensation will be
23 written into a covenant. Payment obligations shall be met to fulfill ¶624 of The Book of
24 Discipline 2016 to be paid out of the Equitable Compensation Fund. (¶625.9)

25

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

28

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

32

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

36
37 These include travel (including to the Annual Conference), continuing education, books
38 and periodicals, and meeting expenses. These amounts should be agreed upon by the
39 local church and the clergy. We value conference participation and require continuing
40 education for our clergy. Therefore, we recommend that churches provide a minimum of
41 \$3,000 per year for reimbursable expenses.

42
43 It is expected that clergy compensation packages will be calculated from the **Minimum**
44 **Base Compensation**, plus a consideration of the following factors:

- 45
- 46 1) Clergy Effectiveness
 - 47
 - 48 2) Experience and years of service
 - 49
 - 50 3) Cost of living in the community
 - 51
 - 52 4) Years of education
 - 53
 - 54 5) Workload
 - 55
 - 56 6) Attainment of goals agreed upon by clergy and the SPR/PPR Committee
 - 57
 - 58 7) Each clergy's housing equity goals
 - 59

60 **Redistribution within the compensation package:** Both Conference and
61 Denominations Average Compensation, as well as the pastor's pension funding, are
62 affected by distributions in certain categories; therefore, no more than 20% of the pastor's
63 cash salary can be moved from taxable salary to tax-exempt reimbursable expenses.

64
65 **Equitable Compensation Fund** is the amount budgeted in the Conference annual budget
66 for emergency supplementation of clergy salaries in churches or charges that are unable
67 to provide minimum compensation. As defined in ¶342, ¶624, and ¶625, this fund, and
68 any disbursements from it, is overseen by the Conference Leadership Development Area.

69
70 **Student Local Pastors:** Student local pastors as defined in ¶318.3 of The Book of
71 Discipline 2016 under appointment are to receive base compensation, prorated for less
72 than full time work as agreed between the local church, the student pastor, and the district
73 superintendent.

74

75 Professional expenses of the student or the actual costs incurred while working at the
 76 church are recommended to be reimbursed by voucher. For travel expenses student
 77 pastors are to be reimbursed by voucher at the 2022 IRS Rate.
 78

79 **Vacation.** Pastors shall be provided with four (4) weeks of vacation every year. Churches
 80 are encouraged to discuss vacations with their pastor(s), particularly during the first year
 81 of reappointment.
 82

83 **Study Leave/Sabbatical**

84
 85 1) Full time pastors, to continue their education, should be allowed study leave of at
 86 least one week each year and at least one month each quadrennium (§351.2, The
 87 Book of Discipline 2016). Such study shall not be considered vacation.
 88

89 2) Full-time pastors (after six [6] years of full-time appointment) should be allowed
 90 up to six [6] months formation and spiritual growth leave. (§351.3 84and §352,
 91 The Book of Discipline 2016)
 92

93 **Sick Leave.** The policy for clergy sick leave is at the discretion of the local church in
 94 consultation with the District Superintendent.
 95

96 **New Parent Leave.** Pastors shall be allowed a minimum of eight weeks of paid new
 97 parent leave, including adoption/fostering, with a maximum of twelve weeks. Such leave
 98 shall comply with the guidelines established in §355 of The Book of Discipline 2016.
 99

100 Each Mountain Sky Conference annual budget shall include an amount that is to be used
 101 for the purpose of pulpit and pastoral supply during the absence of a pastor on new parent
 102 leave. During such leave, the local church will be responsible for continuing all clergy
 103 compensation. The church may request conference financial support to help defray pulpit
 104 supply costs. The cabinet shall direct the use of these funds and, normally, such
 105 assistance will provide only partial funding of the total costs that may be involved. For
 106 2022, a church may request support for pulpit supply for a maximum of eight weeks at
 107 \$150 per Sunday for new parent leave, with preference toward churches with solo
 108 pastors.

RATIONALE (Not debatable):

1 The recommendation is a 4% increase for the Elder, Deacon, Associate Member and LLP
 2 (with COS completed). The difference between the two tiers is kept at \$4,000. There was
 3 no increase in either category in 2021.

EVALUATION (Not debatable):

ATTACHMENTS (Additional Information / Not Debatable)

PETITION DETAILS

This petition is a

- Binding Action
 Non-Binding Resolution

Effective Date: January 1, 2022

Termination Date: December 31, 2022

PETITION ADVOCATE

This person will be the contact person for the Petition before and during the annual conference session and will be responsible for overseeing the presentation of the Petition in Hearing Groups and Plenary.

Name: AJ Bush
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PETITION SUPPORTERS:

Names of additional persons who wish to be identified in support of the Petition.

Name: Mike Bergman	Clergy	Church/Location: Retired
Name: Nancy Flint	Laity	Church/Location: Columbia Falls, MT
Name: Losaline Tupoumalohi	Clergy	Church/Location: Yuma, CO
Name: Ann Lantz	Clergy	Church/Location: Estes Park, CO
Name: Dennis Shaw	Clergy	Church/Location: Retired

Other Names as needed

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: New Parent Leave \$6000
Cost: Equitable Compensation \$12,000

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: 08/20/2021

Included in proposed 2022 budget?

Yes
 No

Amount if included \$18,000

May be considered for budgets in future years?

Yes

___ No

Projected Total Amount \$18,000

Recommendation by CFA concerning funding

Reason for recommendation