

**PETITION  
to the  
2022 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, 2023, this will be:

9

10 **Cash Salary** of \$37,440 for Licensed Local Pastors who have completed Licensing  
11 School; \$41,440 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, 2023, 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 \$3,500 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(es) are recommended to be reimbursed by voucher. For travel expenses student  
77 pastors are to be reimbursed by voucher at the 2023 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 professional  
 86 formation leave of at least one week each year and at least one month each  
 87 quadrennium (§351.2, The Book of Discipline 2016). Such leave shall not be  
 88 considered vacation.

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 84 and §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 twelve weeks of paid new  
 97 parent leave, including adoption/fostering. Such leave shall comply with the guidelines  
 98 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 2023, a church may request support for pulpit supply for a maximum of twelve weeks at  
 107 \$150 per Sunday for new parent leave, with preference toward churches with solo  
 108 pastors.

**RATIONALE (Not debatable):**

The recommendation is a 4% increase for the Elder, Deacon, Associate Member and LLP (with COS completed). The difference between the two tiers is kept at \$4,000. There was no increase in either category in 2021, and a 4% increase given in 2022. The reimbursable minimum suggestion is increased from \$3000 to \$3500 for 2023.

Additional rationale for new parent leave:

*Overwhelming evidence exists as to the benefit of both parents having a minimum of three months to bond with their child after the child is born. Eight weeks is the current minimum amount of paid leave required in the book of discipline, but we can do better as a conference in supporting our clergy who are starting families. This will benefit the wellbeing of clergy in the long run, and demonstrate our commitment to support younger clergy serving in our conference.*

**EVALUATION (Not debatable):**

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

**PETITION DETAILS**

This petition is a

- Binding Action  
 Non-Binding Resolution

Effective Date: January 1, 2023

Termination Date: December 31, 2023

**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: Aaron Gray  
Address: 301 E. Drake Rd  
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Name: Annie Arnoldy  
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Phone @ Conference: 303-389-9459

**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: West Valley City, UT
Name: Ann Lantz	Clergy	Church/Location: Estes Park, CO

Other Names as needed - additional supporters for *New Parent Leave* section

Ben David Hensley	Clergy	Lakewood, CO
Angie Kotzmoyer	Clergy	Golden, CO
Genevieve Rohret-Navin	Clergy	Denver, CO
Megan Burg	Clergy	Mile High Metro District

**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 the proposed 2023 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