

PETITION
to the
2022 MOUNTAIN SKY CONFERENCE

TITLE: Superintendents and Treasurer Compensation

ACTION TO BE VOTED ON:

1 Effective January 1, 2023, base compensation for Superintendents shall be \$104,462, which
2 includes cash salary and a cash-based housing allowance. Effective January 1, 2023, base
3 compensation for the Treasurer shall be \$114,525.

4

5 The Mountain Sky Conference, through its Council on Finance and Administration and in
6 consultation with each clergyperson, shall designate a cash-based housing allowance applicable to
7 such clergyperson in accordance with Section 107 of the Internal Revenue Code.

8

8 Car expense shall be reimbursed at the standard IRS mileage rate for business automobile use.
9 When annual business-related travel exceeds 23,000 miles driven, the above positions will be
10 provided with a vehicle if the purchase or lease of a Conference vehicle is a more cost-effective
11 option.

12

13 HealthFlex (health insurance), CPP (death and disability benefit), and CRSP (retirement benefit)
14 payments shall be made by the Conference in accordance with guidelines established by Wespeth
15 Benefits and Investments and the Conference Board of Pension and Health Benefits.

RATIONALE (Not debatable):

The proposed 2023 base compensation for the Superintendent and the Treasurer positions reflects a 4% increase over

the base compensation for these positions in 2022; there was no compensation increase in 2021 and a 3% increase in 2022. The proposed base compensation for Superintendents is 1.52 times the 2022 Mountain Sky Conference Average Compensation (CAC), which is \$68,852. (Note that the CAC is different for each conference and is calculated by Wespeth Benefits and Investments.) The proposed base compensation for the Treasurer is established after consideration of the not-for-profit market rate for comparable positions.

EVALUATION (Not debatable):

The compensation, benefits and other arrangements for the individuals in the positions addressed in this petition

shall be implemented by the Conference January 1, 2023.

ATTACHMENTS (Additional Information / Not Debatable)

None.

PETITION DETAILS

This petition is a
 Binding Action
 Non-Binding Resolution

Effective Date: January 1,
2023

Termination Date: December 31, 2023

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: \$1,054,683.
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: 09/16/2022

Included in proposed 2023
budget? Yes
 No

Amount if included \$1,014,116.

May be considered for budgets in future
years? Yes

No

Projected Total Amount: To be Determined

Recommendation by CFA concerning funding: Approved

Reason for recommendation: CF&A believes that the compensation arrangements proposed in this petition are appropriate for these positions.