

PETITION TO THE 2014 ROCKY MOUNTAIN ANNUAL CONFERENCE

TITLE: 2015 Equitable Compensation

ACTION TO BE VOTED ON:

The Rocky Mountain Annual Conference defines the following compensation terms:

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

Effective January 1, 2015, this will be:

Cash salary of \$34,973, which is 59% of the 2015 Conference Average Compensation (CAC) of \$59,277. This is the same percentage of the CAC as in previous years. For clergy who are in good standing and appointed to less than full-time service in the local church, the (MBC) shall be adjusted in one-quarter increments as follows: 3/4 time=\$26,230, MBC, 1/2 time=\$17,487, 1/4 time=\$8,743.

Housing is provided either by a parsonage or a cash housing allowance that allows the clergy to obtain housing in their community that meets conference parsonage standards. In 2015, depending upon the location, the allowance is *suggested* to be an annual amount of no less than \$10,636 for a full time appointment.

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

Reimbursable expenses are those expenditures made by the clergy in the fulfillment of their responsibilities that are allowed, by IRS regulations, to be reimbursed as business expenses. These include travel (including to Annual Conference), continuing education, books and periodicals, and meeting expenses. These amounts should be agreed upon by the local church and the clergy. For full-time appointments, it is *recommended* that this amount be set at an annual minimum of \$2,500.

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

- Experience and years of service
- Cost of living in the community
- Years of education
- Work load
- Attainment of goals agreed upon by clergy and the SPR/PPR Committee
- Each clergy's housing equity goals

41 **Redistribution within the compensation package** - Because it affects both the Conference and the
42 Denominations Average Compensation, as well as the pastor's pension funding, no more than 20% of
43 the pastor's cash salary can be moved from taxable salary to tax-exempt reimbursable expenses.
44

45 **Equitable Compensation Fund** is the amount budgeted in the Conference annual budget for
46 emergency supplementation of clergy salaries in churches or charges that are unable to provide
47 minimum compensation. As defined in ¶342, ¶624, and ¶625, this fund, and any disbursements
48 from it, is overseen by the Commission on Equitable Compensation.
49

50 **Student Local Pastors** - Student local pastors as defined in ¶318.3 of the 2012 Book of
51 Discipline under appointment are to receive base compensation, prorated for less than full time
52 work as agreed between the local church, the student pastor, and the district superintendent.
53 Professional expenses of the student or the actual costs incurred while working at the church are
54 recommended to be reimbursed by voucher. For travel expenses student pastors are to be
55 reimbursed by voucher at the 2015 IRS Business Rate.
56

57 **Vacation** - Pastors should be provided with four (4) weeks vacation every year. Churches are
58 encouraged to discuss vacations with their pastor(s), particularly during the first year of
59 reappointment.
60

61 **Study Leave/Sabbatical**

62 1. Full time pastors, to continue their education, should be allowed study leave of at least
63 one week each year and at least one month each quadrennium (¶351.2, 2012 Book of
64 Discipline). Such study leave shall not be considered vacation.
65

66 2. Full-time pastors (after 6 [six] years of full-time appointment) be allowed up to 6 [six]
67 months formation and spiritual growth leave. (2012 Book of Discipline ¶351.3 and ¶352)
68

69 **Sick Leave**

70 The policy for clergy sick leave is at the discretion of the local church in consultation with the District
71 Superintendent.
72

73 **Family Leave**

74 Pastors should be allowed up to a maximum of eight weeks of paid family leave. Such leave
75 shall comply with the guidelines established in ¶354 of the 2012 Book of Discipline.
76

77 Each annual budget shall include an amount that is to be used for the purpose of pulpit and
78 pastoral supply during family leave situations. During family leave, the local church is
79 responsible for continuing all clergy compensation, and the conference is responsible for the
80 pulpit/pastoral supply costs. The cabinet shall direct the use of these funds and normally, such
81 assistance will provide only partial funding of the total costs that may be involved. For 2015, the
82 budgeted amount shall be \$1,000.
83

84 **Maternity/Paternity Leave**

85 Pastors shall be allowed maternity/paternity leave in compliance with ¶356 of the 2012 Book of
86 Discipline to be a minimum of eight weeks and not to exceed one-quarter of a year.

EFFECTIVE DATE: January 1, 2015.

TERMINATION DATE: December 31, 2015

ORIGINATOR OF THE PETITION (individual, church or organization)

Name: Commission on Equitable Compensation

Review by Conference Council on Finance and Administration:

PERSON TO PRESENT PETITION TO CONFERENCE:

(Note. The presenter must be available to attend one training session with the legislative committee officers at the opening of Annual Conference Session. All information below **must** be complete with Petition.) **A person may be presenter of only ONE petition.**

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FINANCIAL IMPACT:

(Please Note: ALL Petitions will be reviewed by the Treasurer and Petition's Coordinator for financial ramifications)

Will there be any financial impact to the Conference? Yes

If YES, fill in appropriate information below.

(To be completed by Originator of Petition)

Cost: Time Period: (Not to exceed one year.)

Funds provided by Annual Conference/Agency: \$35,970 for Equitable Compensation, period July 1, 2014 to June 30, 2015 \$1,000 for Family Leave, period January 1, 2015 to December 31, 2015

Funds provided by external agency: _____

(To be completed by Conference Council on Finance and Administration)

Reviewed by Council on Finance and Administration (date) Yes 04/24/14

Included in the Proposed 2015 Budget (Yes/No): YES In the amount of \$36,970. _____

Recommendation by Council concerning funding: Approved _____

Reason(s): _____

RATIONALE: (may attach additional pages,

¶625 of the 2012 Book of Discipline requires that the Annual Conference have a body, the Commission on Equitable Compensation, charged with the responsibility of developing and administering a program of equitable compensation for the clergy. This petition is the instrument through which the Commission on Equitable Compensation carries out its responsibility. This petition is presented annually. The amount of money requested from the Equitable Compensation Fund (\$35,970) will be used to assist clergy appointed to churches which are unable to provide minimum compensation. The amount of money requested for the Family Leave Fund (\$1,000) will be used at the direction of the Cabinet for clergy requesting family leave.