

**PETITION TO THE 2016 ROCKY MOUNTAIN ANNUAL CONFERENCE**

**TITLE: 2017 EQUITABLE COMPENSATION**

**ACTION TO BE VOTED ON:**

1 The Rocky Mountain 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, 2017, this will be:

6 **Cash salary** of \$36,558, which is 57% of the 2017 Conference Average Compensation (CAC) of \$64,136. For clergy  
7 who are in good standing and appointed to less than full-time service in the local church, the cash salary shall be  
8 adjusted in one-quarter increments as follows:  $\frac{3}{4}$  time = \$27,419,  $\frac{1}{2}$  time = \$18,279,  $\frac{1}{4}$  time = \$9,140.

9 **Housing** is provided either by a parsonage or a cash housing allowance that allows the clergy to obtain housing in their  
10 community that meets conference parsonage standards. In 2017, depending upon the location, the allowance is  
11 *suggested* to be an annual amount of no less than \$10,929 for a full time appointment. For those communities where  
12 housing equivalent to conference parsonage standards costs less than \$10,929 per year, it is suggested that the annual  
13 amount be no less than \$10,929 for a full-time appointment.

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

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

18 These include travel (including to Annual Conference), continuing education, books and periodicals, and meeting  
19 expenses. These amounts should be agreed upon by the local church and the clergy. For full-time appointments, it is  
20 *recommended* that this amount be set at an annual minimum of \$2,500.

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

23 Experience and years of service

24 Cost of living in the community

25 Years of education

26 Work load

27 Attainment of goals agreed upon by clergy and the SPR/PPR Committee.

28 Each clergy's housing equity goals

29

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

33

34 **Equitable Compensation Fund** is the amount budgeted in the Conference annual budget for emergency  
35 supplementation of clergy salaries in churches or charges that are unable to provide minimum compensation. As

36 defined in ¶342, ¶624, and ¶625, this fund, and any disbursements from it, is overseen by the Commission on  
37 Equitable Compensation.

38 **Student Local Pastors** – Student local pastors as defined in ¶318.3 of the 2012 Book of Discipline under appointment  
39 are to receive base compensation, prorated for less than full time work as agreed between the local church, the student  
40 pastor, and the district superintendent.

41 Professional expenses of the student or the actual costs incurred while working at the church are recommended to be  
42 reimbursed by voucher. For travel expenses student pastors are to be reimbursed by voucher at the 2017 IRS Rate.

43  
44 **Vacation** – Pastors should be provided with four (4) weeks’ vacation every year. Churches are encouraged to discuss  
45 vacations with their pastor(s), particularly during the first year of reappointment.

46  
47 **Study Leave/Sabbatical**

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

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

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

56  
57 **Maternity/Paternity Leave**

58 Pastors may be allowed up to a maximum of eight weeks of paid maternity/paternity leave. Such leave shall comply  
59 with the guidelines established in ¶356 of the 2012 Book of Discipline.

60 Each Rocky Mountain Conference annual budget shall include an amount that is to be used for the purpose of pulpit  
61 and pastoral supply during the absence of a pastor on maternity/paternity leave. During such leave, the local church  
62 will be responsible for continuing all clergy compensation. The church may request conference financial support to  
63 help defray pulpit supply costs. The cabinet shall direct the use of these funds and, normally, such assistance will  
64 provide only partial funding of the total costs that may be involved. For 2017, the Rocky Mountain Conference  
65 budgeted amount shall be \$1,000.

66

**PETITION DETAILS**

This Petition is

- A Legislative Petition (Binding on the Annual Conference)  
 A Resolution (Not Binding)

Effective Date: January 1, 2017

Termination Date: December 31, 2017

Does this Petition modify the Annual Conference Standing Rules and Operational Procedures (SRP)?

Yes

No

If "Yes," please complete the information below.

- This petition will modify Section 1.1  
 This petition will create a new Section x.x.x

Conference Agency responsible for implementation and termination review:  
Commission on Equitable Compensation

NOTE: All paragraph numberings within the SROP and the final designation of the Conference Agency responsible for implementation and termination review are subject to review by the Rules Committee.

**ORIGINATOR OF THE PETITION (individual, church, or organization):**

Name Commission on Equitable Compensation  
Address  
City, State, Zip  
Email  
Phone

**PERSON TO PRESENT PETITION AT ANNUAL CONFERENCE:**

Name Rev. Eric Feuerstein  
Address 801 Main Street  
City, State, Zip Cañon City, CO 81212  
Email efeuers490@aol.com  
Phone 719-275-0681  
Phone @ Conference 719-275-0683

**FINANCIAL IMPACT:**

Will there be any identifiable financial impact to the Conference?

- Yes  
 No

If "Yes," please fill in the information below.

To Be Completed by the Originator of the Petition

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

Period

- One Time  
 One Year  
 Multiple Years

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

Review by CFA: 04/22/2016

Included in proposed 2017 budget

- Yes  
 No

Amount if included \$21,000.

May be considered for budgets in future years

Yes

No

Projected Amount \$21,000.

Recommendation by CFA concerning funding: Approved

Reason for recommendation: Consistent with the requirements in the 2012 Book of Discipline

**RATIONALE (Not Debatable):**

1  
2  
3

**ATTACHMENTS (For Information / Not Debatable):**

None