

ANNUAL CONFERENCE
PETITION TO THE 2006 ROCKY MOUNTAIN CONFERENCE

TITLE: MINIMUM AND EQUITABLE COMPENSATION

ACTION TO BE VOTED ON:

1 The Rocky Mountain Annual Conference defines the following compensation terms:
2

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

7 Effective January 1, 2007, this will be:

8 **Cash salary** of \$28,549, which is 59% of the 2007 Conference Average Compensation (CAC) of
9 \$48,388. (This is the same percentage of the CAC as in 2006.)

10 **Housing** is provided either by a parsonage or a cash housing allowance that allows the clergy to
11 obtain housing in their community that meets conference parsonage standards. In 2007,
12 depending upon the location, the allowance should be an annual amount between \$10,000 and
13 \$16,000.

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

17 **Reimbursable expenses** are those expenditures made by the clergy in the fulfillment of their
18 responsibilities that are allowed, by IRS regulations, to be reimbursed as business expenses.
19 These include travel (including to Annual Conference), continuing education, books and
20 periodicals, and meeting expenses. These amounts should be agreed upon by the local church and
21 the clergy. For full-time appointments, it is recommended that this amount be set at an annual
22 minimum of \$2,500.
23

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

- 26 Experience and years of service
- 27 Cost of living in the community
- 28 Years of education
- 29 Work load
- 30 Attainment of goals agreed upon by clergy and SPPR
- 31 Each clergy's housing equity goals
32

33 **Redistribution within the compensation package** – Because it affects both the Conference and
34 the Denominational Average Compensation, as well as the pastor's pension funding, no more

35 than 20% of the pastor's cash salary can be moved from taxable salary to tax-exempt
36 reimbursable expenses.

37 **Vacation** – Pastors should be provided with four (4) weeks vacation every year. Churches are
38 encouraged to discuss vacations with their pastor(s), particularly during the first year of re-
39 appointment.

40
41 **Study Leave / Sabbatical**

42 1. Full time pastors, to continue their education, should be allowed study leave of at least one
43 week each year and at least one month each quadrennium (§351.2, 2004 *Book of Discipline*).
44 Such study leave shall not be considered vacation.

45 2. Full-time pastors (after 6 [six] years in the same appointment) be allowed up to 6 [six] months
46 formation and spiritual growth leave. (2004 *Book of Discipline* §351.3)

47
48 **Sick Leave**

49 Each local church policy for clergy sick leave is at the discretion of the local church in
50 consultation with the District Superintendent.

51
52 **Family Leave**

53 Pastors should be allowed up to a maximum of eight weeks of paid family leave. Such leave shall
54 comply with the guidelines established in paragraph 355 of the 2004 Book of Discipline.

55 Each annual budget shall include an amount that is to be used for the purpose of pulpit and
56 pastoral supply during family leave situations. During family leave, the local church is
57 responsible for continuing all clergy compensation, and the conference is responsible for the
58 pulpit/pastoral supply costs. The cabinet shall direct the use of these funds and normally, such
59 assistance will provide only partial funding of the total costs that may be involved. For 2007, the
60 budgeted amount shall be \$5,000.

EFFECTIVE DATE: January 1, 2007

TERMINATION DATE: December 31, 2007

FINANCIAL IMPACT:

Yes, and the \$35,000 for reaching minimum clergy compensation levels and \$2,500 for maternity, paternity support and \$2,500 for pulpit/pastoral supply costs is already included in the proposed budget

ORIGINATOR OF THE PETITION:

Commission on Equitable Compensation

PERSON TO PRESENT PETITION TO CONFERENCE:

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RATIONALE: Not debatable

61 This petition is completely re-written this year to both simplify it and make it broader in scope.