

ANNUAL CONFERENCE
PETITION TO THE 2006 ROCKY MOUNTAIN CONFERENCE
GENERAL CONFERENCE 2008

TITLE: PASTORAL SUPPORT, PAYMENT OBLIGATION

2004 BOOK OF DISCIPLINE REFERENCE: 623

ACTION TO BE VOTED ON:

1 **Payment Obligation-** Each church or charge has an obligation to pay the full compensation, as
2 approved by the charge conference, to its pastor(s). If it becomes apparent that a church or
3 charge will be unable to so provide the compensation approved by the charge conference, the
4 church or charge shall immediately notify *the district superintendent and may request*
5 *consideration for a short-term emergency subsidy grant from the Equitable Compensation Fund.*
6 in writing the pastor, district superintendent and congregation and indicate all avenues explored
7 to meet the salary including requesting a short term emergency subsidy grant from the Equitable
8 Compensation Fund. If it becomes necessary to modify a pastor's compensation, it shall occur at
9 the end of the conference appointment year.

ORIGINATOR OF THE PETITION

Linda Brewer

PERSON TO PRESENT PETITION TO CONFERENCE:

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RATIONALE: Not debatable

10 This petition is to minimize the level of financial impact a salary reduction will have on the
11 pastor and family and to ensure that churches or charges meet their payment obligation for the
12 entire conference year. When a church finds itself in a crisis, dialogue should begin at all levels
13 to ensure the church and the clergy family's financial security. Because clergy are considered
14 "self-employed", not "employees" of the local church or the United Methodist Church, there are
15 certain rights and privileges that are not available to them as with someone that is considered an
16 "employee". A formal process should be developed and activated to ensure that all means to
17 maintain the compensation level are explored when the possibility of a salary reduction seems
18 eminent. There are not many "employers" that include a "spouse and children" as part of an offer
19 of employment. The Book of Discipline is written as a guide for the United Methodist Church.

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20 Without clergy (shepherds) in our polity, where would we be as the Church. Clergy are
21 Shepherds that lead their flock and are not protected by secular employment laws. They enter into
22 this covenant with God and The Church, and the flock should honor that covenant as it abides by
23 the principles in the Discipline and the teachings of the Lord Jesus Christ