

Some relevant Paragraphs in the 2020/2024 BOD

¶247.13 The charge conference shall in consultation with the district superintendent set the compensation of the pastor and other staff appointed by the bishop.<sup>5</sup>

5. See Judicial Council Decisions 213, 252, 461, 1014, 1123.

¶252.4 d), e) [Church Council]

d) recommend to the charge conference the salary and other remuneration of the pastor(s) and staff members after receiving recommendations from the committee on pastor-parish relations (staff-parish relations);

e) review the recommendation of the committee on pastor-parish relations regarding provision of adequate housing for the pastor(s), and report the same to the charge conference for approval. Housing provisions shall comply with the annual conference housing policy and parsonage standards. Housing shall not be considered as part of compensation or remuneration except to the extent provided for in denominational pension and benefit plans.

¶258.2g (3), (5), (8), (16), (17) (continuing ed, wellness and selfcare)

g) The duties of the committee shall include the following:

(3) To confer with and counsel the pastor(s) and staff on the matters pertaining to the effectiveness of ministry; relationships with the congregation; the pastor's health and self-care, conditions that may impede the effectiveness of ministry; and to interpret the nature and function of the ministry.

(5) To provide evaluation at least annually for the use of the pastor(s) and staff in an ongoing effective ministry and for identifying continuing educational needs and plans.

(8) To consult with the pastor and staff concerning continuing education, work-life balance, dimensions of personal health and wellness, and spiritual renewal, to arrange with the church council for the necessary time and financial assistance for the attendance of the pastor and/or staff at such continuing education, self-care, and spiritual renewal events as may serve their professional and spiritual growth, and to encourage staff members to seek professional certification in their fields of specialization.

(16) To consult on matters pertaining to pulpit supply, proposals for compensation, travel expense, vacation, health and life insurance, pension, housing (which may be a church owned parsonage or housing allowance in lieu of parsonage if in compliance with the policy of the annual conference), and other practical matters affecting the work and families of the pastor and staff, and to make annual recommendations regarding such matters to the church council, reporting budget items to the committee on finance. The parsonage is to be mutually respected by the pastor's family as the property of the church and by the church as a place of privacy for the pastor's family. The committee will follow up to assure timely resolution of parsonage problems affecting the health of the pastor or pastor's family. The chairperson of the committee on pastor-parish relations, the chairperson of the board of trustees, and the pastor shall make an annual review of the church-owned parsonage to assure proper maintenance and to give immediate resolution to parsonage issues affecting the family's health and well-being.

(17) To encourage, monitor, and support clergy and lay staff pursuit of health and wholeness.

### ¶318.1, .2, .3

1. Full-Time Local Pastors—Those eligible to be appointed full-time local pastors are persons (a) who may devote their entire time to the church in the charge to which they are appointed and its outreach in ministry and mission to the community; (b) who receive in cash support per annum from all Church sources a sum equal to or larger than the minimum base compensation established by the annual conference for full-time local pastors; (c) who, unless they have completed the Course of Study or other approved theological education, shall (i) complete four courses per year in a Course of Study school, or (ii) shall have made progress in the correspondence curriculum prescribed by the General Board of Higher Education and Ministry (¶ 1421.3d), or (iii) be enrolled as a pre-theological or theological student in a college, university, or school of theology approved by the University Senate; (d) who, when they have completed the Course of Study or a Master of Divinity degree from a seminary listed by the University Senate, are involved in continuing education (¶ 350); (e) who shall not be enrolled as a full-time student in any school.

2. Part-Time Local Pastors—Those eligible to be appointed as part-time local pastors are persons (a) who have met the provisions of ¶ 315; (b) who do not devote their entire time to the charge to which they are appointed; or (c) do not receive in cash support per annum from all Church sources a sum equal to or larger than the minimum base compensation established by the annual conference for full-time local pastors; and (d) who, unless they have completed the Course of Study or other approved theological education, shall (i) complete two courses per year in a Course of Study school, or (ii) have made progress in the correspondence curriculum prescribed by the General Board of Higher Education and Ministry, or (iii) be enrolled as a pre-theological or theological student in a college, university, or school of theology approved by the University Senate.

Part-time local pastors may be appointed to small membership churches that are grouped together in a charge under the supervision of a mentor. Mentoring shall continue until such time as educational requirements have been met unless requested by the clergy person or the district superintendent.

3. Students Appointed as Local Pastors—Students enrolled as pre-theological or theological students in a college, university, or school of theology listed by the University Senate (a) who have met the provisions of ¶ 315, and (b) who shall make appropriate progress in their educational program as determined by the Board of Ordained Ministry may be appointed as part-time or full-time local pastors in a conference other than the conference in which they are certified candidates. (c) Students who are appointed as local pastors continue to relate to the district committee on ordained ministry in the conference in which they are certified candidates and shall be responsible to them for the continuation of their certified candidacy.

### 331.6.b

#### 10. Support for Deacons and Provisional Deacons Appointed by a Bishop.

b) Deacons who are appointed to a local congregation, charge, or cooperative parish, shall receive a salary from the local church, charge, or cooperative parish (¶ 624.2) not less than the minimum established by the equitable compensation policy of the annual conference for elders. Provisional deacons who are appointed to a local congregation, charge, or cooperative parish shall receive a

salary from the local church, charge, or cooperative parish (§ 624.2, .4) not less than the minimum established for provisional elders. When deacons or provisional deacons are appointed to less than full-time ministry in a local congregation, charge, or cooperative parish, they shall receive a salary that is no less than the minimum salary for elders or provisional elders, prorated in one-quarter time increments (see § 331.2d).

¶ 337. General Provisions-1. All elders in full connection who are in good standing in an annual conference shall be continued under appointment by the bishop unless they are granted a sabbatical leave, a medical leave (§ 357), family leave, a leave of absence, retirement, or have failed to meet the requirements for continued eligibility (§ 334.2, .3), provided that if the elder is appointed to serve in an affiliated relationship in a missionary conference (§ 586.4b) and that appointment is terminated by the bishop who presides in the missionary conference, then the responsibility for meeting this obligation rests with the bishop of the conference of which the elder is a member.<sup>24</sup>

24. See Judicial Council Decisions 380, 462, 492, 524, 702, 985, 1226.

¶ 338. The Itinerant System—The itinerant system is the accepted method of The United Methodist Church by which ordained elders, provisional elders, and associate members are appointed by the bishop to fields of labor.<sup>30</sup> All ordained elders, provisional elders, and associate members shall accept and abide by these appointments.<sup>31</sup> Bishops and cabinets shall commit to and support open itineracy and the protection of the prophetic pulpit and diversity. Persons appointed to multiple-staff ministries, either in a single parish or in a cluster or larger parish, shall have personal and professional access to the bishop and cabinet, the committee on pastor-parish relations, as well as to the pastor in charge. The nature of the appointment process is specified in §§ 425-429.

30. See Judicial Council Decision 713.

31. See Judicial Council Decision 492.

1. Full-time service shall be the norm for ordained elders, provisional elders, and associate members in the annual conference. Full-time service shall mean that the person's entire vocational time, as defined by the district superintendent in consultation with the pastor and the committee on pastor-parish relations, is devoted to the work of ministry in the field of labor to which one is appointed by the bishop.

2. Less Than Full-Time Service—On occasion, less than fulltime service is requested by or required of an elder, provisional elder, or associate member. A clergy member may be appointed in one-quarter, one-half, or three-quarter time increments by the bishop to less than full-time service without loss of essential rights or membership in the annual conference. Division of Ordained Ministry-endorsed appointments beyond the local church may be for less than full-time service.

¶ 339. Definition of a Pastor—A pastor is an ordained elder, associate member, provisional elder, or local pastor approved by vote of the clergy session and may be appointed by the bishop to be in charge of a station, circuit, cooperative parish, extension ministry, ecumenical shared ministry,<sup>27</sup> or to a church of another denomination, or on the staff of one such appointment. Ordained

deacons in full connection and provisional deacons, with all rights, privileges, and responsibilities granted to them in the *Discipline* may also be defined as pastors.

¶ 342. Support for Elders in Full Connection Appointed to Pastoral Charges—To strengthen the effectiveness of the connectional system, assumption of the obligations of the itinerant ministry required upon admission to the traveling connection places upon the Church a counter obligation to provide adequate support for the entire ministry of the Church (¶ 620). The Church shall provide, and the ordained minister is entitled to receive, not less than the equitable compensation established by the annual conference for clergy members according to provisions of ¶ 624.3.

1. Support for Elders in Full Connection Appointed to Pastoral Charges Who Render Full-Time Service—Each elder in full connection of an annual conference who is in good standing and who is appointed to full-time service under the provision of ¶ 338.1 shall have a claim upon the conference Equitable Compensation Fund and a right to receive not less than base compensation established by the annual conference for persons in full-time service.<sup>37</sup>

2. Support for Ordained Elders Appointed to Pastoral Charges Who Render Less than Full-Time Service—Each elder in full connection who is in good standing and who is appointed by the bishop to less than full-time service under the provisions of ¶ 338.2 shall have a claim upon the conference Equitable Compensation Fund in one-quarter increments according to the guidelines established by the annual conference commission on equitable compensation.

3. Notwithstanding anything herein to the contrary, the benefits provided to ordained ministers, in addition to the cash compensation, under the benefit programs administered by the General Board of Pension and Health Benefits may be different for ordained ministers serving full-time as pastors to local charges and for ordained ministers serving other types of appointments.

4. No pastor shall be entitled to any claim for unpaid base compensation against any church or charge served after pastoral connection with the church or charge has ceased.

¶ 355.7. Clergy on involuntary leave shall have no claim on the annual conference funds. The annual conference assumes no financial responsibility for salary, pension, or other benefits for clergy on involuntary leave of absence. Notwithstanding the foregoing, where the conference has made certain elections under applicable benefit plans that require continued participation by clergy on involuntary leaves of absence, the clergy shall continue to participate in such plans. They may participate in the conference health plan through their own contributions, if applicable. In exceptional circumstances, with the recommendation of the bishop and cabinet, salary and/or other benefits, subject to the terms of the applicable benefit plans, may be granted by vote of the clergy session of the annual conference. Between sessions of the annual conference, in unusual circumstances, the bishop and cabinet may recommend and the executive committee of the Board of Ordained Ministry may approve funding of pensions and other benefits, subject to the terms of the applicable benefit plans, pending approval by the annual conference.

¶ 356. Maternity or Paternity Leave—Maternity or paternity leave, not to exceed one-fourth of a year, will be available and shall be granted by the bishop and the cabinet, and the executive committee of the Board of Ordained Ministry to any local pastor, provisional member, associate member, or clergy member in full connection who so requests it at the birth or arrival of a child into the home for purposes of adoption.

1. Persons desiring maternity or paternity leave should file their request with the committee on pastor-parish relations after consulting with the district superintendent at least ninety days prior to its beginning to allow adequate pastoral care for the churches involved to be developed.

2. During the leave, the clergy member's annual conference relations will remain unchanged, and the health and welfare benefit plans will remain in force.

3. A maternity or paternity leave of up to one-quarter of a year will be considered as an uninterrupted appointment for pension purposes.

4. Compensation will be maintained for no less than the first eight weeks of leave.

5. During the leave time, pastoral responsibility for the church or churches involved will be handled through consultation with the committee on pastor-parish relations of the local church(es) and the district superintendent.

6. Special arrangements shall be made for district superintendents, bishops, and those under special appointment.

**¶358.6 Appointment of Retired Ordained Ministers**—A retired ordained minister shall be eligible to receive an appointment when requested by the bishop and cabinet. A retired ordained minister appointed to a pastoral charge shall have neither a claim upon minimum compensation from the Commission on Equitable Compensation or similar conference agency, nor further pension credit. Compensation for a retired ordained minister shall be negotiated between the district superintendent and the pastoral charge or other appointment to which the retired ordained minister is appointed. Retired ordained ministers may serve on conference agencies.<sup>67</sup>

**¶586.4.f** A pastor under full-time appointment in a missionary conference, upon consultation with and the approval of the bishop and conference or district superintendent or cabinet, may waive his or her claim upon the conference minimum salary. This waiver is to be reviewed annually and is to be effective until the time of subsequent appointment.

**¶610.** The annual conference is responsible for structuring its ministries and administrative procedures in order to accomplish its purpose (¶601), with the exception of the mandated provisions of ¶¶ 611, 624, 634, 635, 636, 638, 640, 647, 648. In so doing it shall provide for the connectional...

**¶614.1.e)** It [CFA] shall recommend to the annual conference an amount determined in consultation with the commission on equitable compensation to be used for compliance with the approved schedule of equitable base compensation for pastors (¶ 624.3).

## Pastoral Support

**¶ 620.** Assumption of the obligations of the itineracy, required to be made at the time of admission into the traveling connection, puts upon the Church the counter obligation of providing support for the itinerant ministry of the Church. In view of this, the claim for pastoral support in each pastoral charge shall include provisions for the support of pastors, district superintendents, bishops, and conference claimants.<sup>76</sup>

76. See Judicial Council Decisions 306, 455, 579.

¶ 621. Apportionment Distribution—Each annual conference shall determine what plan and method shall be used in distributing the apportionments to its several districts and charges for the Episcopal Fund (¶ 819.1), for the support of district superintendents and conference claimants, and for the Equitable Compensation Fund (¶ 624).<sup>77</sup>

77. See Judicial Council Decisions 208, 455.

¶ 622. Base Compensation—The several charge conferences shall determine the pastor's base compensation according to the provisions of ¶ 247.13. "Base Compensation" shall be defined in "Guidelines: A Resource for the Conference Commission on Equitable Compensation" prepared by The National Association of Commissions on Equitable Compensation (NACEC) and made available by the General Council on Finance and Administration (GCFA) either in print or on the GCFA website.

¶ 623. Payment Obligation—1. Each church or charge has an obligation to pay the base compensation, the benefits adopted by the annual conference, and other ministerial support (including housing) adopted by the charge conference, to its pastor(s). If it becomes apparent that a church or charge will be unable to so provide the base compensation, support, and benefits adopted by the charge conference, the church or charge SPRC chair, finance chair, or treasurer, shall immediately notify, both in writing and verbally, the pastor, district superintendent, and congregation. This communication shall indicate all avenues explored to meet the base compensation, support, and benefits, including requesting consideration for a short-term emergency subsidy grant from the Equitable Compensation Fund (¶ 624.7). A pastor's compensation can be reduced only at the end of the conference appointment year or when there is a change of appointment.

2. In the event the annual conference has no arrearage policy in place, all such claims shall be subject to, and controlled by, the civil laws applicable to such claims in the state in which the claim arises. Any pastor who does not receive a full scheduled payment of the approved compensation shall immediately report such, in writing, to the church or charge SPRC chair, church council chair, and district superintendent. Failure to report within 90 days may result in surrender of any/all arrearage claims, subject to the annual conference arrearage policy (¶ 624.2d).

¶ 624. Equitable Compensation—1. There shall be in each annual conference a commission on equitable compensation. It shall be composed of an equal number of lay and clergypersons, including at least one layperson and one clergyperson from churches of fewer than two hundred members, who are nominated by the conference nominating committee and elected by and amenable to the annual conference. It is recommended that in selection of commission members, consideration shall be given to inclusiveness. The chair of the commission shall alternate between lay and clergy or be shared by such. In addition, one district superintendent named by the cabinet shall be a non-voting member. Members of the Executive Committee of the National Association shall be *ex officio* members of their respective annual conference's commission.

2. It is the purpose of the commission on equitable compensation to support full-time clergy serving as pastors in the charges of the annual conference. The commission shall meet at least twice a year for the purpose of: (a) recommending conference standards for pastoral support; (b) administering funds to be used in base compensation supplementation; and (c) providing

counsel and advisory material on pastoral support to district superintendents and committees on pastor-parish relations; and (d) submitting an arrearage policy to be adopted by the annual conference, (e) recommending the amount needed to fund the Equitable Compensation Fund as described and secured in 614.1e and 624.7. For pastors receiving equitable compensation, once the base compensation supplementation has been paid by the annual conference, and the minimum base compensation and base compensation supplementation has been received by the pastor, the annual conference shall have no further financial obligation or responsibility to the pastor, the charge or anyone else regarding the pastor's compensation.

3. The commission shall carefully study the needs for additional support within the conference and the sources of income and shall recommend annually to the conference for its action a schedule of minimum base compensation for all full-time pastors or those clergy members of the annual conference appointed less than full-time to a local church, subject to such rules and regulations as the conference may adopt (§ 338.1, .2).<sup>79</sup>

79. See Judicial Council Decision 579.

4. In some instances, for missional reasons, consideration may be given by the conference commission on equitable compensation to make funds available for the deacon in full connection when the primary appointment is to a local church.

5. Consistent with the provisions of this paragraph, the primary responsibility for the payment of pastoral base compensation remains with individual pastoral charges.

6. On recommendation of the commission on equitable compensation, the annual conference may authorize the utilization of the Equitable Compensation Fund to provide for supplementing base compensation beyond the minimum base compensation schedule. Special attention shall be given to ethnic pastors serving ethnic ministries, with particular attention given to Native American pastors serving Native American ministries. In all cases (ethnic or nonethnic), emphasis shall be given to funding entry-level appointments in a teaching parish in a station church, circuit, or cooperative parish and/or equivalent, or to a cooperative parish.

7. In consultation with the Commission on Equitable Compensation, the council on finance and administration shall recommend to the conference its estimate of the amount required to support the schedule of minimum base compensation and base compensation supplements for the pastors, as adopted by the conference. The conference council on finance and administration shall apportion the amount approved by the conference as an item of clergy support to the districts or the charges as the conference may direct (§ 614.1e).<sup>80</sup>

80. See Judicial Council Decisions 90, 179, 1013.

8. The Equitable Compensation Fund, secured as described above in §§ 614.1e and 624.7, shall be disbursed under the direction of the Commission on Equitable Compensation.

9. The Equitable Compensation Fund, secured as described in §§ 614.1e and 624.7, shall be used to provide each pastor who receives less than the minimum base compensation with an additional amount sufficient to make the base compensation approved by the pastoral charge plus the supplemental aid or income from other sources equal to the minimum base compensation approved by the conference. An annual conference may set a maximum amount to be used in attaining such minimum base compensation in any given case, and it may set its own policy regarding the number of years for which a pastoral charge is eligible to receive equitable base compensation funds, provided that no member in good standing who is appointed to a pastoral charge is denied the minimum base compensation (§ 342).<sup>81</sup>

81. See Judicial Council Decisions 456, 579, 587, 1013.

10. In light of our constitutional commitment to Ecumenical Relations (Division One—General, ¶ 6, Article VI), the commission should give consideration in setting standards for clergy support for those ministers who have had their orders recognized for service in The United Methodist Church (¶ 346.2) and whose years of service include ministry exercised in other denominations, especially those coming from the churches of the Pan-Methodist Commission and other member churches of the Churches Uniting In Christ.

11. The commission shall assemble and distribute to the charges and the district superintendents advisory material for use in the process of negotiating the total of each pastoral support package, the schedule of minimum base compensation, and other information relevant to the establishment of more equitable base compensation by all the charges of the conference.

12. The guidelines of the annual conference program of equitable clergy support shall, insofar as possible, be observed by the bishops and district superintendents in arranging charges and making appointments. Each full-time pastor or those clergy members of the annual conference appointed less than full-time under episcopal appointment to a local church are eligible for participation in the annual conference program of equitable base compensation (¶ 342.1, .2).

13. The commission may suggest to the annual conference for its consideration equitable base compensation ranges for the pastors and/or charges, and the annual conference may suggest such equitable base compensation ranges to the charges for their consideration.

¶ 625. **Sustentation Fund—An** annual conference may establish a sustentation fund for the purpose of providing emergency aid to the clergy of the conference who may be in special need. On recommendation of the conference council on finance and administration, the amount needed for this purpose may be apportioned to the pastoral charges as the conference may determine. The fund, if established, shall be administered jointly by the bishop, the appropriate district superintendent, and the chairperson of the commission on equitable compensation or the chairperson of such other agency as the annual conference may determine.

¶ 626. **Pastors' Expenses and Allowances—Local** churches shall report to the annual conference, in the manner indicated on the annual conference report form, expenditures for the following purposes: (1) amounts reimbursed to pastors for expenses incurred by them in the fulfillment of their professional responsibilities; (2) amounts paid to or for pastors as allowances (including housing allowance) in addition to base compensation. Local churches are encouraged to consider guidelines provided by the annual conference and/or the General Council on Finance and Administration in setting and reporting the amounts of such allowances and reimbursements.

¶ 627. **Compensation for Extension Ministries—**Every clergy member of an annual conference appointed to extension ministry shall furnish annually to the conference secretary at such time as the secretary shall direct a statement of his or her total compensation (including base compensation, travel, automobile, housing, and other expenses allowed and paid) for the year then ending, and said compensation of all clergy appointed to extension ministry shall be published in the journal of the annual conference.<sup>82</sup> When this information is not furnished, the appointment of the clergyperson shall be subject to review by the resident bishop and the cabinet.

82. See Judicial Council Decisions 345, 465.



¶1807.19. [GCFA] To provide guidance and consultation to individuals providing services to the Church in the following areas: local church business administration; administrative assistance; equitable compensation; information technology; and legal guidance to annual conferences. Such guidance and consultation may, as the council deems appropriate, include: establishing relevant professional standards, training programs, continuing education, and certifications; encouraging participation in associations related to these services (for example, the Professional Association of United Methodist Church Secretaries, the United Methodist Network of Practice, the National Association of Commissions on Equitable Compensation of The United Methodist Church, the United Methodist Information Technology Association, and the United Methodist Church Conference Chancellors Association, or similar organizations); and providing staff and/or in-kind services to such associations.