

Equitable Compensation Policies

The work of the Commission on Equitable Compensation is described in ¶625 of *The Book of Discipline of The United Methodist Church-2012*. In the Great Plains United Methodist Conference (GPUMC) that work has been assigned to the Personnel Committee. The work of the committee is directed by ¶¶623-625 of *The Book of Discipline of The United Methodist Church-2012*. Its purpose is to support ordained and/or pastoral ministry in the charges of the conference by:

1. Recommending conference standards for clergy support;
2. Administering funds to be used in base compensation supplementation; and
3. Providing an application and approval process for charges that are recommended by the district superintendent for base compensation supplementation.

Conference Standards for Clergy Support

1. All people appointed by the bishop to serve full-time in a church or charge or in a position paid by the annual conference (e.g., conference staff, campus ministers, camping staff) shall have the right to receive no less than minimum base compensation as established below. This includes those licensed as a local pastor, commissioned as a provisional members, ordained deacons as probationary member of the conference, ordained a deacon (¶¶331.14b and 625) or elder as full members of the conference or other Methodist denomination (¶346.1), and those appointed while retaining membership in another denomination (¶346.2). (*The Book of Discipline of The United Methodist Church-2012*)
2. All people appointed by the bishop to less than full-time service in a church or charge or in a position paid by the annual conference (e.g., conference staff, campus ministers, camping staff) under the provision of ¶338.2 of *The Book of Discipline of The United Methodist Church-2012* shall receive compensation in proportion to minimum according to the quarter increments of their service.
3. The church or charge to which a clergy person is appointed is required to provide minimum base compensation at a new level on Jan. 1, of the year following the clergy person's completion of course of study, seminary or conference membership. A church or charge is free to move to a new level of compensation at mid-year by a vote of its charge conference.
4. In addition to minimum base compensation, each charge is to pay for actual mileage incurred in pastoral duties according to the voucher system at the standard Internal Revenue Service rate. It will also pay the church's share of insurance and pension as well as provide a parsonage which meets minimum standards or an adequate housing allowance. All office expenses will be paid by the local church including Internet. Continuing education and professional expenses are to be reimbursed to clergy in addition to base salary.
5. All people shall receive a minimum of four weeks of vacation (28 days, including 4 Sundays).
6. Pastors shall be given a minimum of 1 week (7 days, including 1 Sunday) of continuing education each conference year. Longer periods may be negotiated between the pastor and pastor/staff-parish relations committee in consultation with the district superintendent.
7. Full-time local pastors shall be given time each year to attend Course of Study. The charge will pay for the pulpit supply while the pastor is attending classes. This shall not be the pastor's vacation.

8. The minimum base compensation (salary plus utilities paid by the church or charge) for 2017 is as follows:

Full-Time Local Pastor	\$35,445
Associate Member	\$37,740
Provisional Member	\$40,035
Full Member	\$42,330

9. The above minimums are inclusive of utilities. Churches, which currently pay parsonage utilities either directly or as a separate allowance, are encouraged to include this amount in base salary.
10. Compensation for lay speakers, interns, student local pastors, part-time local pastors, and retired clergy serving a church or charge less than full-time is negotiated by the district superintendent, the pastor and the pastor-parish relations committee.
11. Compensation for members of other denominations is negotiated by the district superintendent, the pastor and the pastor-parish relations committee, taking into consideration the education and credentials of the pastor and the minimum base compensation schedule.

Equitable Compensation Fund Guidelines

The Equitable Compensation/Minimum Salary fund is to provide assistance for the pastoral support of charges that are temporarily unable to fulfill their financial obligations. This assistance is provided by the conference upon application, recommendation of the district superintendent and approval of the Personnel Committee. No charge will be eligible for funds for more than three years unless missional circumstances warrant two additional years.

1. The charge receiving equitable compensation funds is responsible for:
 - a. Conducting a vigorous and conscientious stewardship effort;
 - b. Supporting conference Mission Shares and Mission Agency Support in full;
 - c. Using United Methodist curriculum in its Christian education program.
 - d. Providing all pastoral compensation and reimbursements as required beyond base compensation.
2. The charge's district superintendent is responsible for initiating the application for Equitable Compensation funds. The superintendent also will initiate a consultation regarding the mission and sustainability of the charge. The superintendent will update the appointive cabinet on the process as needed.
3. The Personnel Committee will establish guidelines for the application, approval and payment of equitable compensation funds in consultation with the cabinet and conference treasurer. The Administrative Services office will also keep a history of the funds provided to each local church and charge.