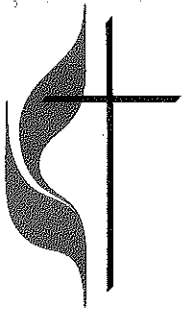


1335-3-8:01 Correspondence 1973-1974
(2003-022) EQUITABLE SALARIES



Flint Hill United Methodist Church

DADEVILLE HIGHWAY AT SCOTT ROAD
ALEXANDER CITY, ALABAMA 35010

November 13, 1973

CHURCH: 234-5047
PARSONAGE: 234-4436

JAMES D. ARCHER
Minister

The Chairman,
The Commission on Equitable Salaries
The Western North Carolina Conference
c/o 207 Hawthorne Lane
Charlotte, North Carolina 28204

Dear Sir:

Our Commission on Equitable Salaries has received several inquiries concerning our Equitable Salaries program. We have been more than willing to share with others and in turn, we are interested in the programs of other Conferences. We know of no central agency within the Church that furnishes such information. Therefore, it has come to the attention of our Executive Committee that a real need exists for the officers of the various Commissions on Equitable Salaries of the Jurisdiction to get together to discuss and share with one another problems and programs common to us all.

Because of our interest in what is being done in the area of Equitable Salaries across the Church we are contacting the various Commission Chairmen of the Jurisdiction plus selected others from the other Jurisdictions to see if they are interested in such a meeting. Would you be interested in coming together for such discussion and sharing? If so, it will be understood that your Annual Conference will underwrite the cost of your coming.

Please reply promptly as to your interest. We in North Alabama will provide the meeting place and secure arrangements if an adequate number of Conferences are interested. We propose that we meet in Birmingham early in 1974, perhaps late February or early March. The details can be worked out later. Please let me know soon about your interest in the above mentioned meeting. I am,

Sincerely,

James D. Archer,
Executive Vice-Chairman
Commission on Equitable Salaries
The North Alabama Conference

November 26, 1973

The Rev. James D. Archer
Executive Vice-Chairman
Commission On Equitable Salaries
The North Alabama Conference
Alexander City, Alabama

Dear Mr. Archer:

Your letter of November 13, 1973 has been forwarded to me by the Conference Office.

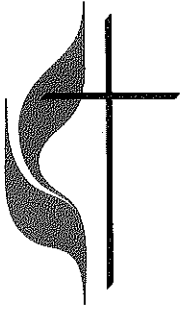
The suggestion for officers of the various Conference Commissions to get together for sharing of policies, ideas, proposals, etc., is very timely for me as I was in the process of getting names and addresses for the purpose of exchanging such data through the mail. Certainly it is of even greater benefit to do so in person, as in this way one would have the opportunity of also getting the background for the reasoning that caused the action or suggestion.

The dates which you propose, "late February or early March" are agreeable with me, and I sincerely hope that there is interest on the part of others to the extent that you will feel justified in going ahead with your plans. I would favor such a meeting even if there are only a few who are interested.

Looking forward to hearing from you in the future, I am,

Yours Sincerely,

James H. Womack, Chairman
Commission On Equitable Salaries
Western North Carolina Conference



Flint Hill United Methodist Church

DADEVILLE HIGHWAY AT SCOTT ROAD
ALEXANDER CITY, ALABAMA 35010

November 29, 1973

CHURCH: 234-5047
PARSONAGE: 234-4436

JAMES D. ARCHER
Minister

The Reverend James H. Womack
Chairman,
Commission on Equitable Salaries
Western North Carolina Conference
2143 Ferncliff Road
Charolette, North Carolina 28211

Dear Mr. Womack:

Thank you for your letter of November 26. I was very pleased to get your reply. Apparently several Commission Chairmen across the Jurisdiction have been thinking along the lines you mention or at least they have so indicated in the correspondence with me. Our Executive Committee felt in the beginning that a fifty percent favorable response would be adequate to continue with our plans. To date, I have heard from all but three Conference within the Jurisdiction and I haven't had a single negative reply. On the strength of this I arranged for a meeting last week to be held in Birmingham at the Sheraton Motor Inn February 12-13, 1974. The reason for the early February date was because several requested that it be early so they might use whatever might be gained from our coming together in their 1975 planning with their Commissions.

I am replying to your letter received this morning in order that you might clear the above dates on your calendar in order to be in Birmingham, Alabama for our meeting. We are now working on the agenda and will probably begin our meeting on the afternoon of the 12th and conclude on the afternoon of the 13th. We don't know how many will be able to come as of now but apparently most Chairmen will try to be present or at least send a representative. In fact, we would like two from each Conference. Further information will be forthcoming. However, I would appreciate knowing if you think you can attend. Is there some specific item you would like included on the agenda? If so, we will honor requests in so far as possible.

I look forward with anticipation to meeting and seeing you in Birmingham, Alabama in February 1974. I am,

Sincerely,

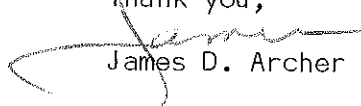
James D. Archer
Executive Vice-chairman
Commission on Equitable Salaries
The North Alabama Conference

12-22-73

James:

Will you serve on a Panel with Dr. M. L. Roberts, a layman from the North Alabama Conference; Rev. Glenn L. Courts from the Kentucky Conference; and Rev. Paul F. Douglass of the Memphis Conference in attempting to define Equitable Salaries as you see it. This will give us two laymen and two clergy. This will come early in the consultation.

Thank you,


James D. Archer

December 3, 1973

The Reverend James D. Archer
Executive Vice-chairman
Commission On Equitable Salaries
The North Alabama Conference
Alexander City, Alabama

Dear Mr. Archer:

Thank you for your prompt reply to my letter of November 26th., and I do plan to be with you at the meeting in Birmingham on February 12-13, 1974. I plan to take my wife with me, so I would appreciate your making our room reservations on that basis.

Some of the items which I would like to hear discussed are:

1. Did the change in name from "Minimum" to "Equitable" signify an enlarged responsibility, or are we to continue to deal only with Charges receiving financial support for their Ministers?
2. Should this Commission be limited to salaries, or should it be the total financial needs of the Ministers? Travel expenses, insurance, etc., etc.
3. What should be the basic philosophy for Conference salary support? Should there be a limit in time and amount for which the Conference will be responsible? Should Charges which fail to meet the limits set be reclassified, and perhaps be treated as a mission project with reduced ministry?
4. Some Conferences, including ours, set salary scales on years of service, and Ministerial Classification as set by the Board Of Ministry. Should this be changed to a "work-load basis", with such grading to be administered by the Cabinet and/or Bishop?

There are several other items of interest, but these are the main ones for me at this time.

Sincerely yours,

Letter of inquiry - winter 1973

To: The Chairmen of the Commissions on Equitable Salaries

Our Commission on Equitable Salaries has received several inquiries concerning our Equitable Salaries program. We have been more than willing to share with others and in turn, we are interested in the programs of other Conferences. We know of no central agency within the Church that furnishes such information. Therefore, it has come to the attention of our Executive Committee that a real need exists for the officers of the various Commissions on Equitable Salaries of the Jurisdiction to get together to discuss and share with one another programs and problems common to us all.

Because of our interest in what is being done in the area of Equitable Salaries across the Church we are contacting the various Commission Chairmen of the Jurisdiction plus selected others of the other Jurisdictions to see if they are interested in such a meeting. Would you be interested in coming together for such discussion and sharing? If so, it will be understood that your Annual Conference will underwrite the cost of your coming.

Please reply promptly as to your interest. We in North Alabama will provide the meeting place and secure arrangements if an adequate number of Conferences are interested. We propose that we meet in Birmingham early in 1974, perhaps late February or early March. The details can be worked out later. Right now we need to know of your interest in and willingness to participate in such a meeting if available. I am,

Sincerely,

James D. Archer,
Executive Vice-chairman
Commission on Equitable Salaries
The North Alabama Conference

St. Paul's United Methodist Church

ASHEVILLE, NORTH CAROLINA
223 HILLSIDE STREET AT CLAYTON PLACE
28801

TELEPHONE (704) 252-8512

Joel T. Key
~~James H. Womack~~, Minister

January 14, 1974

Mr. James H. Womack
2143 Ferncliff Road
Charlotte, N. C. 28211

Dear Jim,

Thank you for your letter giving the flight schedule you had worked out for the trip to Birmingham February 12 - 13.

The schedule you suggested sounds real good. I have this morning completed my part of the flight arrangement by making reservations with Piedmont for their flight No. 975 into Atlanta and for the return Piedmont's flight No. 28 from Atlanta back to Asheville.

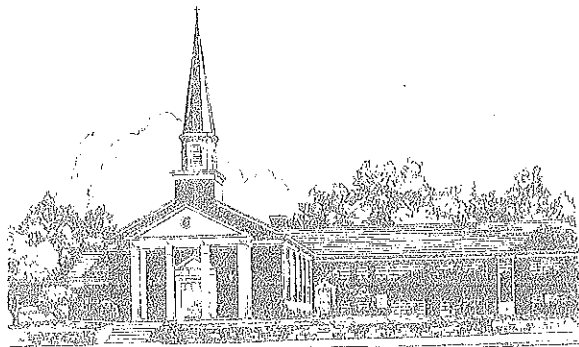
Upon arriving in Atlanta I will go directly to the gate where Delta's Flight 827 will depart. You will already be in the Delta area and our planes arrive at about the same time. There should be no difficulty in our getting together well before departure time. The departure gate for Flight 827 will be posted on the screen and I will come to that gate.

We will have an opportunity to talk more about our plans when we are together for the Executive Committee meeting of the Board of Missions on February 4 in Statesville.

Thank you for sending the printed folder which describes the Consultation. It sounds like this should be very helpful and I am looking forward to attending it with you.

Cordially yours,

Joel
Joel T. Key



Miss Martha Griffin
Director of Christian Ed.
Mrs. Delia Brittain
Church Secretary

Miss Margaret Ensley
Director of Music
Mrs. T. R. Mellard
Church Organist

January 11, 1974

The Rev. James D. Archer
Flint Hill United Methodist Church
Dadeville Highway at Scott Road
Alexander City, Alabama 35010

Dear Mr. Archer:

Enclosed are the completed registration forms for the Rev. Joel Key and me, representatives from the Western North Carolina Conference.

In response to your note of 12-22-73, I will be delighted to serve on the panel attempting to define "Equitable Salaries" as it applies to our field of endeavor.

Also enclosed is my check to cover the room rent for the two of us at the Sheraton.

Looking forward to seeing you on the 12th. of February, I am,

Sincerely,

James H. Womack

January 12, 1974

The Rev. Joel T. Key
223 Hillside Street
Asheville, N.C. 28801

Dear Joel:

After a little telephoning about flight schedules, I got the following information on flights to and from Birmingham:

Piedmont Flt. 975 leaves Asheville in A.M. arrives in Atlanta at 9:16 A.M.

Delta Flight 827 leaves Atlanta for Birmingham at 10:26.

Delta Flight 809 arrives in Atlanta from Charlotte 9:15 A.M.

Delta Flight 634 leaves Birmingham for Atlanta at 4:50 P.M.

I made my reservation for February 12th. on 809 & 827; and return on the 13th out of Birmingham on Flt. 634.

Hoping that it would meet with your approval, I also made a reservation for you on Flt. 827 from Atlanta on the 12th., and on Flt. 634 from Birmingham to Atlanta on the 13th.

As I write this, I realize that I have no information on return flights from Atlanta to Asheville. (Maybe I would not do well as a tour director after all.)

After checking into the matter you may find that there is a better schedule for you, and if so please do not hesitate to cancel your part of the reservation which I made for you. I furnished your name and telephone number to the reservation clerk, but you may find that it is in either or both names. Will compare notes when I see you.,

Sincerely,

**NORTH
ALABAMA
CONFERENCE**

SUBJECT: Consultation on Equitable Salaries.

FROM: James D. Archer, Coordinator

Dear Colleagues,

How thrilling it is to know that you will be attending the Consultation on Equitable Salaries, February 12-13, in Birmingham, Alabama. Words cannot describe the satisfaction I feel from the response made by the Annual Conferences invited. Twenty-eight Annual Conferences were invited and twenty-one have responded with reservations. Others have indicated that they will register for the benefit of the materials and concerns to come out of this Consultation. The need for such coming together by Equitable Salaries personnel is indicated by the large number registered (see enclosed list).

Just a reminder to you before coming-

1. We will begin promptly at 3:00 p.m. on February 12.
2. You need to bring with you thirty copies or more of your Conference Equitable Salaries program (both current and projected) plus an equal number of forms, etc., used by your Conference in your program. These are for distribution to the Consultation.
3. Each Conference Chairman should be prepared to give a 3-4 minute summary of your Equitable Salaries program.
4. Plan to stay until the Consultation ends on February 14 at 4:00 p.m.
5. Should you need to get in touch with someone locally on the 11th or 12th., call R. Gordon McKinney (see list).

I have made the following reservations for you: Date 2-12-74

Type of Room PRIVATE; If Double, Room-mate is _____
_____ ; Registration fee received NO

I look forward to meeting and working with you at the Consultation, I am,

Sincerely,



James D. Archer

JAMES: CYRIL STONE WILL MODERATE THE PANEL. HE WOULD LIKE TO MEET THE PANEL AT 2:00 P.M. ON THE 12TH. IF YOU HAVE NAMES & ADDRESSES OF OTHER CONF. CHAIRMAN PLEASE SEND THEM TO ME BY RETURN MAIL.

JDA/bp

Alexander City, Alabama
February 4, 1974

*Dr. Stone - M.M.
Rev. Glenn Counts - N.Y.
Rev. Paul Douglas - Memphis
Dr. M.C. Roberts - N.C.
JDA - W.A.C.*



**COMMISSION
ON
EQUITABLE
SALARIES**

JAMES: THIS WAS WRITTEN BY M. L. ROBERTS FOR
OUR ANNUAL CONF. LAST YEAR, I ENCLOSE IT TO
GIVE YOU AN IDEA ABOUT WHAT WE WANT
FOR THE PANEL. HOWEVER, WE WANT YOUR
IDEAS AS THEY HAVE COME OUT OF YOUR
COMMISSION ON EQUITABLE SALARIES COMMISSION.
-JAMES

The word equitable is defined as that which is "characterized by equity or fairness; just and right; fair; reasonable." The word minimum is defined as "the least quantity or amount possible, assignable, or allowable; the lowest amount, value, or degree attained or recorded."

Thus, the concept of equitable salaries is quite different from that of minimum salaries--although a minimum salary may need to be established as a step toward arriving at what constitutes an equitable salary.

An equitable salary for a minister implies remuneration commensurate with the qualifications of the minister and the demands and responsibilities required to serve a particular charge. It is obvious that some charges require the service of a minister with special talents and qualifications, and an equitable salary in such a situation may have little relationship to the ability of the charge to support that salary. New or rapidly changing situations might be an example of such needs.

Establishing equitable salaries for ministers also implies that their salaries should approach at least the median level received in other professions which require comparable educational preparation and which are comparable in their importance to society. This concept of equity places major responsibility for determining salaries on the local charges; yet the Conference must take the initiative to insure that policies, procedures, and incentives will be effected to insure that each full-time minister licensed by the Conference will receive a fair and just salary for his professional services.

The Commission on Equitable Salaries must be concerned with more than minimum salaries. It must be as much concerned that the minister of the largest and

most prestigious church in the Conference receives an equitable salary as it is that the full-time minister of a small rural charge receives a fair and reasonable minimum salary.

The Commission on Equitable Salaries accepts as its responsibility the provision of equitable salaries for all full-time ministers in the North Alabama Conference. In meeting this responsibility, it desires to encourage and provide incentives for local churches to assess each year their resources for providing fair and reasonable salaries which will reflect such factors as the cost of living, the financial resources of each church and its membership, and the significance these members place on the role which the United Methodist Church should assume in their communities for proclaiming the Good News, for helping the poor and needy, for teaching the Word of God, for celebrating the presence of Christ, for healing sick minds and bodies, and for binding together in close and meaningful fellowship those who are determined that the Church will be the most influential institution in the world.

Upon adoption by the Conference, the following program will become the policy of the North Alabama Conference for the calendar year 1974:

REPORT NUMBER 1

1. The Commission is authorized to use necessary expense money (estimated to be \$2,000.00) out of the fund for administrative purposes such as printing, postage, promotional clerical help, Commission meetings, and for the study of future needs of Equitable Salaries within the Annual and Jurisdictional Conferences.
2. The Council on Finance and Administration will appropriate a minimum of \$101,000.00 from the Ministerial Apportionment to the Commission on Equitable Salaries.

REGISTRATIONS FOR

THE

CONSULTATION ON EQUITABLE SALARIES - Feb. 1974

ALABAMA-WEST FLORDIA:

Rev. J. Lamar Brown
2001 West Eleventh Street
Panama City, Florida 32401
904-785-1564
Commission Chairman

Rev. Fred Fuller
836 Michigan Avenue
Pensacola, Florida 32505
904-433-4486
Commission Secretary

BIRMINGHAM AREA:

Bishop Carl J. Sanders
6 Office Park Circle, Suite 301
Birmingham, Alabama 35223
205-251-5974

CALIFORNIA-NEVADA:

Rev. Ralph Fellersen
9 Ross Valley Drive
San Rafael, California 94901
415-453-8716
Commission Chairman

CENTRAL ILLINOIS:

Rev. Pat Flaherty
507 North "H" Street
Monmouth, Illinois 61462
309-734-4529
Commission Chairman

Rev. Larry L. Lawler
1211 North Park Street
Bloomington, Illinois 61701
309-828-5092
Conference Staff

FLORDIA:

Rev. Paul L. Hartsfield
P.O. Box 3092
Tampa, Florida 33601
813-229-6511 or 879-3909
Commission Chairman

HOLSTON:

Rev. Norman Wilhoit
502 Tasso Lane, N.E.
Cleveland, Tennessee 37311
615-472-2317
Commission Secretary

KENTUCKY:

Rev. Glenn L. Courts
200 Natchez Trace / P.O. Box 87
Nicholasville, Kentucky 40356
606-885-4481 or 885-4825
Commission Chairman

PANEL MEMBER

Dr. Harold W. Dorsey
1774 Bryan Station Road
Lexington, Kentucky 40505
606-255-0712 or 299-4616
Commission Member

LOUISVILLE:

Rev. Donald Troutman
4628 South Sixth Street
Louisville, Kentucky 40214
502-363-2197
Commission Chairman

Rev. L. W. Woodward
1115 South Fourth Street
Louisville, Kentucky 40203
502-584-6616
Conference Staff

MEMPHIS:

Rev. Paul F. Douglass
101 East Blythe Street / P.O. Box 25
Paris, Tennessee 38242
502-642-4764
Commission Chairman

PANEL MEMBER

Rev. William McClarin
5424 Reidland Road
Paducah, Kentucky 42001
502-898-2114
Commission Executive Secretary

Steering
Committee

1511 N. Church
221 East Broadway

MISSISSIPPI:

Rev. Lamar Martin
109 Alta Woods Boulevard
Jackson, Mississippi 39204
601-372-6016
Commission Chairman

205-492-1463 or 546-1616
Commission Member

Rev. Charles L. Hutchison
1100 Campus Circle, Rm # 318
Birmingham, Alabama 35204
205-251-9271
Conference Staff

NEW MEXICO:

Dr. Cyril Stone **MODERATOR**
6200 Gibson Boulevard, S.E.
Albuquerque, New Mexico 87108
505-255-1669 or 255-6526
Commission Chairman

Rev. Clifford Hutton
P.O. Box 79 UTEP
El Paso, Texas 79968
915-584-8872
Commission Secretary

NORTH GEORGIA:

Rev. Zachery Farr
793 Park Street, S.W.
Atlanta, Georgia 30310
404-758-6348
Chairman, Town and Country Commission

Mr. Lloyd Meacham
2904 Cocklebur Trail
Decatur, Georgia 30034
404-289-8639
Chairman, Minimum Salary Commission

NEW YORK:

Rev. Matthew H. Gates
210 Boston Post Road
Rye, New York 10580
914-835-2700
Conference Staff

Rev. Norton Campbell, Jr.
2650 North Druid Hills Road, N.E.
Atlanta, Georgia 30329
404-636-3005 or 622-8200
Chairman, Salary Scale Study Commission

NORTH ALABAMA:

Rev. R. Gordon McKinney
824 Southwest Tenth Street
Birmingham, Alabama 35211
205-788-1691 or 788-1693
Commission Chairman

Rev. James D. Archer
Dadeville Highway at Scott Road
Alexander City, Alabama 35010
205-234-5047 or 234-4436
Commission Executive Vice-chairman

NORTH MISSISSIPPI:

Rev. E. S. Furr
P. O. Box 157
Lexington, Mississippi 39095
601-834-1389 or 834-2298
Commission Chairman

Rev. Jack Nabors
Drawer U
Grenada, Mississippi 38910
601-226-7663
Conference Staff

ROCKY MOUNTAIN:

Rev. Harold C. Knudsen
2200 South University Boulevard
Denver, Colorado 80210
303-733-3736
District Superintendent and Pensions Officer

Rev. Byron L. White
1812 Hargrove Road, East
Tuscaloosa, Alabama 35401
205-553-7271
Commission Secretary

Dr. M. L. Roberts, Jr. **PANEL MEMBER**
204 - 32nd Place, East
Tuscaloosa, Alabama 35401
205-348-6073 or 752-1961
Commission Member

SOUTH CAROLINA:

Dr. John W. Curry
101 Boulevard, N.E.
Orangeburg, South Carolina 29115
803-534-7759
Commission Chairman

Mr. Q. D. Adams
415 Keeling Road
East Gadsden, Alabama 35903

Steering Committee

Steering Committee

Chairman Steering Committee

SEC. of the Steering Committee

Steering Committee

SOUTHEASTERN JURISDICTION COUNCIL ON
MINISTRIES:

Dr. Robert F. Lundy
159 Forrest Avenue, N.E.
Atlanta, Georgia 30303
404-659-8809
Executive Secretary

SOUTH GEORGIA:

Rev. Emmett S. Davis
P.O. Box 1118
St. Simons Island, Georgia 31522
912-638-8989
Commission Chairman

TENNESSEE:

Rev. James Swiney, Jr
200 North Elk Avenue
Fayetteville, Tennessee 37334
615-433-2251 or 433-5931
Commission Secretary

Rev. George Jones
1360 Murfreesboro Road
Nashville, Tennessee 37217
625-292-3326
Chairman, Study of Commission

VIRGINIA:

Mr. Ernest C. Betts, Jr.
240 World Parkway Boulevard, # 14
Clearwater, Florida 33515
813-443-1060
Commission Chairman

Rev. Raymond F. Wrenn
4016 West Broad Street
Richmond, Virginia 23230
804-355-1944
Conference Staff

WESTERN NORTH CAROLINA:

Mr. James H. Womack
2143 Ferncliff Road
Charlotte, North Carolina 28211
704-366-9636
Commission Chairman

PANEL MEMBER

Rev. Joel T. Key
223 Hillside Street
Asheville, North Carolina 28801
704-252-6512

COMMISSION SECRETARY

WEST VIRGINIA:

Rev. D. Keith Clark
601 Fitzhugh Avenue
Ravenswood, West Virginia 26164
304-273-4263
Commission Chairman

Rev. David R. Peters
P.O. Box 62
Triadelphia, West Virginia 26059
304-547-1242
Commission Secretary

*steering
committee*

CONSULTATION ON EQUITABLE SALARIES

Sheraton Motor Inn

Birmingham, Alabama
February 12-13, 1974

FOR:

- Chairmen, Conference Commissions on Equitable Salaries
- Vice-chairmen, Conference Commissions on Equitable Salaries
- Other concerned members of Conference Commissions on Equitable Salaries
- Conference staff related to Conference Commissions on Equitable Salaries

You are encouraged to have a minimum of two representatives from your Annual Conference.

AGENDA:

- The agenda will be loosely structured so as to best serve those attending the consultation
- The agenda to be followed in the consultation will be determined early in the consultation by those attending

REGISTRATION FEE:

Since there are no available funds for this type of activity a registration fee of \$10.00 will be charged each Annual Conference regardless of representatives attending. This fee can be paid upon arrival in Birmingham. The purpose of the registration fee is to cover administrative costs, compilation of conclusions reached and the mailing of same to each Annual Conference. Hopefully some secretarial help can be secured to help with the latter.

LOCATION AND ACCOMODATIONS:

-Sheraton Motor Inn
300 North Tenth Street

Birmingham, Alabama 35203
Telephone- (205) 328-8560

-Room rates

Single- \$14.50 + .87 = \$15.37

Double- \$18.50 + 1.11 = \$19.61

-Meals

The Sheraton's Emanuel Constantine's restaurant

Other near-by restaurants

-All meetings will be in the Baron room

INITIATED BY:

The North Alabama Conference Commission on Equitable Salaries in consultation with Bishop Carl J. Sanders of the Birmingham Area and Dr. Robert Lundy of the Southeastern Jurisdiction Headquarters

COORDINATOR:

-James D. Archer, Executive Vice-chairman

The Commission on Equitable Salaries

The North Alabama Conference

PURPOSE:

The Executive Committee of the North Alabama Conference Commission on Equitable Salaries has felt for some time there was a real need for representatives of Annual Conference Commissions on Equitable Salaries to come together for sharing and discussion of programs and problems common to all and through dialogue a better understanding of the task might be had by all. An inquiry was sent out to find out if various chairmen felt this way too. The response to the inquiry was most favorable with many chairmen expressing a deep concern for better understanding of the Equitable Salaries program and for better methods of administering the Equitable Salaries program in their own Annual Conference. After reading the replies, the Coordinator feels that some of the items that might be dealt with in this consultation are:

-An attempt to clearly define Equitable Salaries. How does this apply to the Annual Conference?

- Did the change in name from "Minimum" to "Equitable" signify an enlarged responsibility?
- How limited or broad is the term "Equitable"?
- Sharing of existing programs already in effect in Annual Conferences.
- What are the existing programs doing for (or to) the Annual Conference?
- What is the basic philosophy behind the various Conference programs?
- Should time limitations be set on "support"?
- What is the scope of the term "salary"?
- Are we trying to provide a church with a competent minister or

- All registrations must be in the hands of the coordinator on or by January 24, 1974 to guarantee room reservations.
 - Registrants are responsible for lodging, meals and transportation.
 - No double occupancy reservation will be made other than for those from the same Conference.
 - The Consultation will begin at 3:00 p.m. on Tuesday, February 12 and conclude at 4:00 p.m. on Wednesday, February 13.
 - All reservations made on January 24 must be paid for - a requirement of Sheraton.
 - Late registrations will be on the basis of room availability and confirmed to you by a collect telephone call.
-

COMMISSION ON EQUITABLE SALARIES CHAIRMEN

The Southeastern Jurisdiction

Dr. Robert Lundy
Southeastern Jurisdictional Headquarters
159 Forrest Avenue, N.E.
Atlanta, Georgia 30303

Interested

Will attend

ALABAMA WEST-FLORIDA:

Rev. J. Lamar Brown
2001 Eleventh Street
Panama City, Florida 32401

Interested

Will attend

FLORIDA:

HOLSTON:

Rev. Clarence Dishman, Jr.
Route # 3
Blountville, Tennessee 37617

Interested

Will attend

KENTUCKY:

Rev. Glenn L. Courts
P.O. Box 87
Nicholasville, Kentucky 40356

Interested

Will attend

LOUISVILLE:

Rev. L. W. Woodward
1115 South Fourth Street
Louisville, Kentucky 40203

Interested

Will attend

MEMPHIS:

Rev. Paul F. Douglass
101 East Blythe Street / P.O. Box 25
Paris, Tennessee 38242

Interested

Will attend

MISSISSIPPI:

Rev. Lamar Martin
109 Alta Wood Boulevard
Jackson, Mississippi 39204

Interested

Will attend

NORTH ALABAMA:

Rev. R. Gordon McKinney
824 Southwest Tenth Street
Birmingham, Alabama 35211

Interested

Will attend

NORTH CAROLINA:

Rev. Walter N. McDonald
305 Sunset Avenue / P.O. Box 996
Louisburg College
Louisburg, North Carolina 27549

Interested

Will attend

NORTH GEORGIA:

Rev. J. Zachary Farr
793 Park Street, S. W.
Atlanta, Georgia 30310

Interested

Will attend

NORTH MISSISSIPPI:

Rev. E. S. Furr
P.O. Box 157
Lexington, Mississippi 39095

Interested

Will attend

SOUTH CAROLINA:

SOUTH GEORGIA:

Rev. Emmett S. Davis
P.O. Box 1118
St. Simons Island, Georgia 31522

Interested Will attend

TENNESSEE:

Rev. W. Bruce Strother
P.O. Box 522
Gallatin, Tennessee 37066

Interested Will attend

VIRGINIA:

Mr. Earnest C. Betts
2040 World Parkway Boulevard, # 14
Clearwater, Florida 33515

Interested Will attend
This address is correct for the Virginia Conference

WESTERN NORTH CAROLINA:

Mr. James H. Womack
2143 Ferncliff Road
Charlotte, North Carolina 28211

Interested Will attend

Other Jurisdictions:

CENTRAL ILLINOIS:

Rev. Pat Fisherty
1211 North Park Street
Bloomington, Illinois 61701

Interested Will attend

CALIFORNIA-NEVADA:

Rev. Ralph Fellersen
9 Ross Valley Drive
San Rafael, California 94901

Interested Will attend

WISCONSIN:

Mr. J. T. Emerson, Jr.
6069 North Kent Avenue
Milwaukee, Wisconsin 53217

Interested

NEW MEXICO:

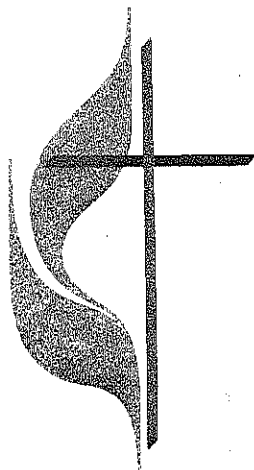
Dr. Cyril Stone
6200 Gibson Boulevard, S.E.
Albuquerque, New Mexico 87108

Interested

NOTE: This information is being prepared for the Chairman of each Annual Conference. As indicated, I have not heard from Florida or South Carolina regarding the inquiry sent out. Conferences in other Jurisdictions are now being heard from. This information might help you in arranging travel.

- James D. Archer, Coordinator

Flint Hill
United
Methodist
Church



JAMES D. ARCHER
MINISTER

DADEVILLE HIGHWAY
AT SCOTT ROAD
ALEXANDER CITY,
ALABAMA 35010

CHURCH: (205) 234-5047
PARSONAGE: (205) 234-4436

*Copy of letter
to Bishops
requesting
information*

April 30, 1974

Perhaps you have already read or heard about the first Consultation on Equitable Salaries which was held in Birmingham, Alabama in February of this year. The purpose of this consultation which was initiated by the North Alabama Conference Commission was to provide an opportunity for persons charged with the responsibility of dealing with Equitable Salaries on the conference level to come together to share and discuss programs, methods, interpretation of roles and problems common to all. Twenty-eight invitations were issued and twenty-one conferences responded by sending representatives. Each Jurisdiction in the Church was represented by at least one Annual Conference. It was decided by those in attendance that another consultation should be held in the fall of 1975 and that each Annual Conference Commission should be invited to send representatives. A Steering Committee, composed of the following: Mr. James H. Womack, Western North Carolina; Rev. Matthew Gates, New York; Rev. Pat Flaherty, Central Illinois; Rev. Harrold C. Knudsen, Rocky Mountain; Dr. Cyril Stone, New Mexico; and, Rev. James D. Archer, Chairman, and Rev. Byron L. White, Secretary, North Alabama, was named to plan and set the place of meeting for 1975.

In order to fulfill the mandate of the consultation, we will need to know the chair person and secretary of each Annual Conference. Would you be so kind as to assist us in this matter by sending us the names and addresses of the chair person and secretary of the Conference Commission(s) in your area? It will be helpful if you will send this information to me.

Thanking you for your cooperation, I am,

Sincerely,

James D. Archer, Chair person
Steering Committee
Consultation on Equitable Salaries

JDA/ bp

**NORTH
ALABAMA
CONFERENCE**



**COMMISSION
ON
EQUITABLE
SALARIES**

May 31, 1974

Dear Friend:

I am happy to finally get this information into your hands. I would apologize for delay except I believe you understand an unusually busy spring schedule and family and personal illness.

The bulk material is arranged around the twenty-two topics discussed at our February consultation. The material is a synopsis of what was said and not a verbatim. If you wish a verbatim account then write and I'll lend you the tapes provided the Chairman doesn't claim Executive Privilage.

Enclosed are two copies of: (a) Financial Statement, (b), Defination of Equitable by M.L. Roberts, North Alabama Conference, (c) Defination by James Womack, Western North Carolina, (d) Minutes of February Meeting, (e) List of Participating Conference Chairpersons, (f) Material.

You will receive notice soon of our plans for the 1975 Consultation of Equitable Salaries. Until then may God's Pease be with you. I am,

Sincerely,

Byron Lee White,
Secretary

BLW:kp

Enclosure

National Consultation On Equitable Salaries
Financial Statement

Byron Lee White
Secretary-Treasurer

Reciepts

Registration Fees Return From	
North Alabama Conference Treasurer	\$36.86
Registration Fees Paid At consultation	140.00
Nine Conference Participation Fees	
South Georgia	
Virginia	
Western North Carolina	
Kentucky	
Memphis	
Rocky Mountain	
North Mississippi	
North Alabama	<u>180.00</u>
Total Reciepts	\$356.86

Disbursements

Doug Archer - Chairman Expense	
(phone-postage, etc.)	\$19.13
Supplies	51.03
Typewrite Rental	15.83
Postage	10.00
Secteterial Help	<u>80.00</u>
40 hrs. @ \$2.00 per hr.	
Total	\$175.99
Balance on Hand	\$180.87

NORTH ALABAMA CONFERENCE COMMISSION ON EQUITABLE SALARIES
PREFACE TO 1974 CONFERENCE REPORT

The word equitable is defined as that which is "characterized by equity or fairness; just and right; fair; reasonable." The word minimum is defined as "the least quantity or amount possible, assignable, or allowable; the lowest amount, value, or degree attained or recorded."

Thus, the concept of equitable salaries is quite different from that of minimum salaries—although a minimum salary may need to be established as a step toward arriving at what constitutes an equitable salary.

An equitable salary for a minister implies remuneration commensurate with the qualifications of the minister and the demands and responsibilities required to serve a particular charge. It is obvious that some charges require the service of a minister with special talents and qualifications, and an equitable salary in such a situation may have little relationship to the ability of the charge to support that salary. New or rapidly changing situations might be an example of such needs.

Establishing equitable salaries for ministers also implies that their salaries should approach at least the median level received in other professions which require comparable educational preparation and which are comparable in their importance to society. This concept of equity places major responsibility for determining salaries on the local charges; yet the Conference must take the initiative to insure that policies, procedures, and incentives will be effected to insure that each full-time minister licensed by the Conference will receive a fair and just salary for his professional services.

THE COMMISSION ON EQUITABLE SALARIES must be concerned with more than minimum salaries. It must be as much concerned that the minister of the largest and most prestigious church in the Conference receives an equitable salary as it is that the full-time minister of a small rural charge receives a fair and reasonable minimum salary.

THE COMMISSION ON EQUITABLE SALARIES accepts as its responsibility the provision of equitable salaries for all full-time ministers in the NORTH ALABAMA CONFERENCE. In meeting this responsibility, it desires to encourage and provide incentives for local churches to assess each year their resources for providing fair and reasonable salaries which will reflect such factors as the cost of living, the financial resources of each church and its membership, and the significance these members place on the role which the United Methodist Church should assume in their communities for proclaiming the Good News, for helping the poor and needy, for teaching the Word of God, for celebrating the presence of Christ, for healing sick minds and bodies, and for binding together in close and meaningful fellowship those who are determined that THE CHURCH will be the most influential institution in the world.

The name change from Commission On Minimum Salaries to the Commission on Equitable Salaries was made in the Western North Carolina Conference at its Annual Conference last year. It is very timely that we come together to attempt to define it at this time.

The literal definition given in the dictionary is: Fairness; impartiality; justice. For our Church equitable should mean: fair; just; Christian. The dictionary also says "in law; a resort to general principles of fairness and justice whenever existing law is inadequate". Certainly we are somewhat in this position at this time. We are here seeking direction where the existing rules (law) seem inadequate.

To attempt to put the problem in simple perspective I would say that an equitable salary for a minister is a salary that adequately meets his normal living requirements, and that pays him a salary commensurate with his qualifications and job responsibilities. The amount of salary should never be the attraction for a man to enter the ministry, nor should it ever deter on who is "called" for love's sake. It should be the right amount to keep his mind off of money.

Minimum salary support is to continue to be the responsibility of the commission, but we should now also speak to the needs of the ministers who are serving appointments in charges that are fully self-supporting. Far too often we find that charges that have the financial resources to erect great buildings, or engage in programs of great special ministries to others, somehow fail to see that they are over-looking proper support for its own-its very own minister. Such oversight is seldom a studied act on the part of the charge, but is simply a failure to comprehend the needs of the minister and the responsibility of the charge.

Unfortunately, the relationship between many ministers and their respective churches is hampered by confusion, misunderstanding, and unnecessary tension in regard to ministerial support. This is due in part to the fact that both minister and local Board are hesitant to talk honestly and objectively about the minister's financial support. Neither church nor minister has any stated, realistic or rational principles upon which to base salary policy, expectations, and amounts.

What seems to be missing is a rationale for ministerial support which is sensitive both to the minister's needs and to the total ministry of the Church and Conference. Opinions about salary might differ, but there should be no excuse for unexpressed misunderstanding, lack of trust, heartbreak, or secrecy. Both minister and local church need to consider the same questions, honor the same principles, respect the same needs, and work in a shared atmosphere of trust and confidence as salary levels are determined.

The Commission On Equitable Salaries should provide guidelines, cost of living data, etc. to the charges, but over and above this, it should develop a sound, realistic, intelligent rationale for ministerial support to be used as "food for thought" by local church committees. Such a rationale would probably be the greatest single service it could render to the Church and to its ministers.

James H. Womack, Chairman
Commission On Equitable Salaries

February 12, 1974

MINUTES OF NATIONAL CONSULTATION
ON EQUITABLE SALARIES MEETING

February 12-13, 1974

Birmingham, Alabama

Open with devotion by Emmit Davis, South Georgia Conference.

Remarks at beginning by Gordon McKinney, Chairman, North Alabama Conference Commission who brought greetings from Bishop Carl Sanders who will be at tomorrow's meeting.

Meeting turned over to James Archer, Chairman of National Consultation Steering Committee. Mr. Archer set meeting in order and introduced Dr. Robert Lundy, Executive Secretary, Southeastern Jurisdiction Council on Ministries.

Dr. Lundy spoke inspiring words around four points:

- A. Man shall live by bread - Matt. 4-Deut. 8:3
- B. Jesus reject bread for self alone. Placing others needs before own, i.e., we of Equitable Salaries are working for the needs of others.
- C. Worker deserves his pay - Luke 10
Elders who do well are worthy of double stipend - I Tim. 5
- D. The Lord commanded that those who proclaim the Gospel should get their living by Gospel - I Cor. 9

Next on program was a panel discussion composed of Dr. Cyril Stone, Minister, New Mexico, Moderator, Rev. Paul Douglass, Minister, Memphis Conference, Dr. M.L. Roberts, Layman, North Alabama Conference, Mr. James Womack, Layman, Western North Carolina Conference, and Rev. Glenn Courts, Kentucky Conference.

Panel introduce issues that were to be covered by the consultation as a whole. (see twenty-two topics and definitions enclosed.)

Each conference represented was asked to present three minutes, on their conference program.

ALABAMA-WEST FLORIDA - Lamar Brown, Support Beach Ministry Program, Panama City, Fla., Larger Parish Program, Inter City Ministry (Pensecola Action Ministry), Growing Area of Conference upon application by D.S.

CALIFORNIA-NEVADA - Ralph Felleron, Have Study Commission To Revise Program.

CENTRAL ILLINOIS - Pat Flaherty, Survey Of Conference; Done On District Level To Subsidize; Main Interest Is Housing; Spent In 1973 (\$1,400) One Thousand Four Hundred Dollars.

FLORIDIA - Paul Hartsfield, Budget \$200,000, Yearly. Man Serving F.T. Eight (8) Years Consecutively Under Minimum Salary Will Receive Automatically \$500.00 Raise From Minimum Salary Fund; Goal Set To Get Churches Off Minimum Salary In Six Years.

HOLSTON - Norman Wilhoit, Church Who Go Off On Minimum Salary Would Be Recognized On Annual Conference Floor; Salary Bonuses For Men Who Raise The Salary On Minimum Salary Charge; Work Load; Compensation For More Than One Church; Number Years Experience, \$170.00 Per Year And Number Of Miles Traveled.

KENTUCKY - Glen Courts, Salary Incentive Program Whereby Church Picks Up Each Year A Minimum Of \$200.00; Share Support Of School Chaplains At Area Schools With Louisville Conference At A Rate Of \$30.00 Each. No Commission Until 1973.

LOUISVILLE - Donald Troutman, New Church Support And Urban Ministry To Encourage Church To Use Their Money For Program While Commission Supports Pastor At A Level Above Minimum Level. Regular Program Is Based On Years Of Service, Effectiveness, And Work Load.

MEMPHIS - Paul Douglas, Beginning Jan. 1, 1974, Minimum Salary Fund Allocated To Local Church At A Rate Of 4½% Of Pastor's Salary.

MISSISSIPPI - Lamar Martin, First Full Year Since Merger With Black Conference. 60 New Minimum Salary Churches. Cost Of Program Is \$82.00 Annually. Pastor Penalized \$400.00 For Not Living On Charge. Larger Parish And New Churches Receive Above Scale. Recommend Churches Give PounD And Educational Expenses. Pentalized \$800.00 If Gainfully Employed.

NEW MEXICO - Cyril Stone, Loan Fund For Pastors Who Are Moving (Up To \$300.00). Additional Support For Charges Of Two Or More Churches At A Rate Of \$1.00 Per Mile For Travel. Exploring Increments.

NEW YORK - Matthew Gates, Three Level Support Based On Years Of Service: 0-5, 6-10, 10 Above - Support \$750.00 In Travel Above Salary Scale.

NORTH ALABAMA - Gordon McKinney, Handle Through D.S.; \$1,000 Maximum; New Churches, Larger Parish; Parsonage Standards; Incentive Program.

NORTH GEORGIA - Zachery Farr, No Commission As Yet, Town & Country Commission Does Work With Minimum Salary (Rate \$7,500) Also Support Lesiure Ministries And Town & Country Workers. Have Provision For Housing Allowance For Pastor's Who Do Not Have Housing Provided By Local Church. Maximum Annual Support \$2,70.00 Have Guidelines For Getting Churches Off Minimum. Working In Parish Reformation. Grading All Parsonages And Will Publish In Annual Conference Journal.

NORTH MISSISSIPPI - E.S. Furr, Have Incentive Program (Pastor Receives Half Of Raise A^b One Time Bonus) Working On Conference Study.

ROCKY MOUNTAIN - Harold Knudson, Have Number Of Scattered Charges That Will Not Become Full Time Self-Supporting, No Commission As Such. Total Budget \$15,000.

SOUTH CAROLINA - John Curry, Large Parish, Special Leisure Ministies. \$103,601.00 Budget \$7,900.00 + \$500.00 Travel FTCM. 15 Years Service Get \$500.00 Bonus.

SOUTH GEORGIA - Emmett Davis, Support All Dependents. Send Check To Church. Combined Minimum Salary Commission And Board Of Mission Salary Committee.

TENNESSEE - James Swiney, Maximum \$1,600.00 To Any One Charge Increments For Multipul Churhces And Children Up To (3) Three. Requirements Included; Progress For L.P. In Course Of Study, Minimum Size Of Church Membership, And Fexiable Rule For Per Centage Increase. Catorgory For Hard Ship Cases.

VIRGINIA - Ernest Betts, Single Agency Administer \$150,000.00 Fund, 100 Recipants, No Limit On Amount By Any One Charge. Parish Reformation. Medical Hospital Insurances Paid By Conference. Require Church Paid Heating Cost Of Parsonage.

WESTERN NORTH CAROLINA - Paul Womack, Guarantees Travel Of Every Minister. Salaries Go Up As D.S. And Conference Staff Go Up. Encourage Church To Work With Presbyterian To Share Support Of One Minister. Minister's Hospital Insurance Paid For,

WEST VIRGINIA - Keith Clark, \$7,800.00 Level For C.M. Two Guide Lines 1) There Be A Just Salary For Man Serving Church, And 2) Incentive Program That C.E.S. Would Pay No More Than 70% First Year, 45% Second, 30% Third, Reduce Claimants From 150 to 88. Maximum Of 30% Which Equals \$2,340. If Pastor Receives Raise He Gets 50% Of Raise. Conference askings \$200,000.00 For Equitable Salaries.

An excellent study of salaries is available from FLORIDA SOUTHERN BAPTIST HEADQUARTERS, HENDRIX AVENUE, JACKSONVILLE, FLORIDA 32207.

Consultation broken into buzz groups to come-up with items for discussion. (See list of twenty-two topics.)

Wednesday morning devotion brought by Bishop Carl Sanders, Birmingham, area.

Question asked about who wrote the General Conference Legislation that is now in the 1972 Discipline. It was reported that the term "Equitable" probably came from Board of Ministry without any forethought of the impact of the impact of the word change from "minimum" to "Equitable".

Elected Steering Committee: James Archer, Byron White, James Womack, Cyril Stone, Harold Knudsen, Pat Flaherty, Matthew Gates, (See mailing list).

Decide to meet again September, 1975.

Funded by \$20.00 participation fee per conference.

Representatives to be a minimum of two from each annual conference. A conference can send as many as it wishes.

We will invite a representative of Finance and Administration.

Secretary of Steering Committee to be own mailing list of each conference to send information that can be distributed to members of consultation in form of Newsletter.

As other funds are needed Secretary-Treasurer will notify conferences.

The Consultation struggled with meaning of "Equitable".

Thought by Norton Campbells centered around five (5) points.

- 1) Laborer worthy of pay \pm time.
- 2) Relationship to economic standards of community in which minister lives.
- 3) Ministerial Status
- 4) Brotherhood
- 5) Stewardship of congregation

Statements read by M.L. Roberts and James Womack. Their statements will be sent with information (enclosed).

Motion made to adjourn meeting.

Respectively,

Byron Lee White
Secretary

CONFERENCE CHAIRMAN

ALABAMA-WEST FLORIDA:

Rev. J. Lamar Brown
2001 West Eleventh Street
Panama City, Florida 32401

CALIFORNIA-NEVADA:

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San Rafael, California 94902

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KENTUCKY:

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Nicholasville, Kentucky 40356

LITTLE ROCK:

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Altheimer, Arkansas 72004

LOUISIANA:

Rev. Edward O. Rickens
Centenary College
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MEMPHIS:

Rev. Paul F. Douglass
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MISSOURI EAST:

Rev. Robert Carpenter
6701 Virginia Avenue
St. Louis, Missouri 63111

MISSOURI WEST:

Rev. Charles Caldwell
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Kansas City, Missouri 64127

MISSISSIPPI:

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NEW MEXICO:

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NEW YORK:

Mr. James W. Harbison, Jr.
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NORTH ALABAMA:

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Birmingham, Alabama 35211

NORTH CAROLINA:

Rev. Walter N. McDonald
305 Sunset Avenue / P.O. Box 906
Louisburg, North Carolina 27549

NORTH GEORGIA:

Rev. Zachery Farr
793 Park Street, S.W.
Atlanta, Georgia 30310

NORTH ILLINOIS:

Rev. Robert Keller
60 South Lincoln Avenue
Aurora, Illinois 60505

NORTH MISSISSIPPI:

Rev. E. S. Furr
P.O. Box 157
Lexington, Mississippi 39095

OHIO EAST:

Rev. Paul W. Steele
First United Methodist Church
Glynwood Road
Wapakoneta, Ohio 45895

PACIFIC NORTHWEST:

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Walla Walla, Washington 99362

ROCKY MOUNTAIN:

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Denver, Colorado 80210

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SOUTH GEORGIA:

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St. Simons, Island, Georgia 31522

TENNESSEE:

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Gallatin, Tennessee 37066

VIRGINIA:

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Bluemont, Virginia 22012

WISCONSIN:

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WESTERN NORTH CAROLINA:

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WEST VIRGINIA:

Rev. D. Keith Clark
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Associate Council Director

DAKOTAS AREA:

Mr. Robert Paul
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Mitchell, South Dakota 57301
Program Council Director

OKLAHOMA:

Dr. Argus Hamilton
St. Paul United Methodist Church
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Muskogee, Oklahoma 74401
Chm., Council on Finance and
Administration

OKLAHOMA INDIAN MISSION:

Rev. Sampson Tims
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SOUTHEASTERN JURISDICTION COUNCIL
ON MINISTRIES:

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159 Forrest Avenue, N.E.
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Executive Secretary

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Dr. Dave Fore
P.O. Box 28098
San Antonio, Texas 78284
Council Director

SOUTHERN CALIFORNIA - ARIZONA:

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5250 Santa Monica Boulevard
Los Angeles, California 90029

SOUTHERN ILLINOIS:

Mr. Dowain McKiov
1919 Broadway
Mt. Vernon, Illinois 62864

MINNESOTA:

Rev. Charles Purdham
122 West Franklin Avenue
Minneapolis, Minnesota 55404

1. Program designed to support Minister for Charge?
2. Weaning Programs (including Bonus and Matching).
3. How to prevent poverty-minding Churches who strive and never get above the floor because of increases.
4. What does responsibilities of "Equitable" fully mean?
 - A. Full time Lay speakers
 - B. Conference staff
 - C. All appointments
5. The need for co-ordination among all groups concerned with the Ministry.
6. Guidelines for Commission's work.
7. Define "Full time" and "Work Load".
8. Housing
 - A. Allowance vs. Parsonage
 - B. Retirement Arrangement for Housing.
9. What is Criteria for highest level the "floor" can be set.
10. Approval of applicants-who, how.
- *11. How to develop philosophy for increments on years of service.
12. Does the Commission have any responsibility for a total Comp. package.
13. Constitutional question of policies and limits.
14. Standardized Salary reporting Nation Wide.
15. What is the responsibility of Comm. in dealing with ineffective ministers? How?
16. The merits of a time schedule for Equitable Salary Charges.
17. How do you treat Husband-Wife ministers?
18. What other income should be included in disqualifying a person for support?
19. Responsibility of Com. to "special appoint" returning to Conf. after pension.
20. Basic Salary plan.
21. How do you deal with cost of living increase?
22. Is it time to lower minimum Salary for Lay Pastors?

THE ABOVE ARE THE TWENTY-TWO ISSUES DISCUSSED AT THE FEBURARY NATIONAL CONSULTATION ON EQUITABLE SALARIES IN BIRMINGHAM, AL.

REPLYS TO QUESTIONS ASKED

Different men were asked to discuss each question. Some questions that were related were combined for sake of conserving time.

Numbers refer to numbers on sheet listing the questions to be answered.

1. Larry Lawler, Central Illinois The conclusion was that we do both in that when commission address's itself to a situation it takes in consideration whether it's new, larger Parish, or extenuations environment, etc.

We pay to the man in the sense that a) man is appointed b) our salary scales are set up by catagories of ministries. CM, PM, FTLP.

2. Lamar Brown, Alabama-West Florida Weaning refers to the charge situation. Virginia-North Georgia approaches the problem by charge reformation. It could be approached by large Parish or cooperative ministry.

Salary bonus program wherby charge is able to raise the salary of minister even if he is on minimum salary.

Key seems to be Bishop and Cabinet.

Given that not all charges should be weaned (not welfare): some support ministries are valid!

3. Lewis Woodard, Louisville (See #2) Suggested that information be gathered to see where it is going.

Conference staff to provide leadership to do workshop in helping local charges.

Use seminaries to work with small parish to teach student local church programs.

Feeling that some guide lines should be given to church above minimum salaries but aren't paying accordance with work load of charge.

4. Harold Knudsen, Rocky Mountain No one at this time is supporting any of the categories listed in this question. The question was raised by West Virginia and Mississippi who had been ask for support for the three mentioned categories.

North Mississippi reported a law suit against a non-licensed lay person who would not vacate parsonage after being dismissed by D.S. Resolution that non-licensed person is to have a written, signed contract with specific terms.

5. John Curry, South Carolina Emphasis on cooperation between commission, Board of Missions, Town & Country, Cabinet, and Board of Pension. West North Carolina has noting representatives from these. Report all monies received for salary support regardless from what source.

Board of Pension is envolved when money is placed by the church into a Top-Shelter Program.

6. Keith Clark, West Virginia Pointed out the deverified (one conference stated that 50% of claims are for L.P. while Rocky Mountain reported that 283 out of 295 appointments were seminary graduates.) needs of conferences across the church. Therefore, guidelines area is recommended.

7. Ernest Betts, Virginia Most define "full time" as being there 100% of time. Virginia accepts certificate from D.S. that Pastor is serving full time. Work load would have to be based on requirements of annual conference.

North Alabama reports that for church to receive funds the charge must be either (3) three churches, or have 200 members or present their case in writing.

8. Matthew Gates, New York New York and Florida report in-crease of paid allowances over and against furnished homes.

Agreed that if churchs provide parsonages their commission may be obliged to supply parsonage standards.

Report of one way to provide retirement homes. One way would be formation of a cooperation to but houses for members.

9. Zachery Farr, North Georgia Reported that the conference takes average salary for master degree teacher and deduct \$4,000.00 for housing. (Approximately \$7,500.00 minimum)

Other reports of 75% of average salary (using every church salary) in conference and then add travel and utilities.

Low: 6,000.00 Mississippi. High: 8,700.00 California-Nevada. \$600.00 less if single.

10. Lamar Martin, Mississippi North Alabama reports church makes application with D.S. to commission who approves. Other conferences are similar. Most conference have maximum amount. Others stated that Bishop had perogotative to appoint man where he wills and commission is obliged to pay.

Most conferences use conference treasurer as paying agent.

11. Paul Hartsfield, Florida reports that after eight consecutive years, the conference member gets \$500.00 above minimum salary if he is still in minimum salary program.

Holston gives \$120.00 a year for first 10 years. Therefore a man who first comes in gets \$1200.00 less than 10 year man.

Some feel that pay of service is encouragement to laziness.

Another problem is that some conferences do not honor years of service.

Baltimore links years of service to an In-Service program. Men got additional money for taking courses to improve ministries.

12. Ralph Felleron, California-Nevada Reports his conference does keep up with total compensation package.

Problems arise around Social Security, Hospital, Life Insurance, Schooling, etc. No solutions found.

13. Cliff Hutton, New Mexico Problem around limiting Pastor and charges. Mississippi has \$2,000.00 limit to any pastor or charge.

Agreed that we could not have a minimum salary and then not pay the stated sum.

14. William McClarin, Memphis Four items to report on 1) salary, 2) travel, 3) utilities, and 4) educational expenses. in discipline. Consultation will work on this as one of its' concerns.

15. Gordon McKinney, North Alabama suggested that men be referred to Board of Ministry for re-evaluation for possible job training.

Problem complicated by the fact that man power is at a premium with many church's to be supplied.

Some conference supplements retired ministers.

16. See question #2.

17. James Swiney, Tennessee If wife is appointed as full minister to serve another charge then she is entitled to full salary. If associate then no minimum salary is paid. See General Board of Pension and "Rules and Regulations".

18. Harold Dorsey, Kentucky Income received from work outside of charge.

19. E. S. Furr, North Mississippi No obligation by Commission Equitable Salary.

20. Raymond Wrenn, Virginia A stablat equalizing salary for the minister no matter what church he serves. One conference tried this: New Hampshire. Feeling was that minister should feel he has incinative as far as his salary.

21. Joel Key, Western North Carolina No conference reported an across the board raise based on cost of living.

One reason for not giving a percent increase was that it widen distance between categories.

22. Norman Wilhoit, Holston Problem seems to be solved by creating larger Parishes and cooperative ministries.

July 13, 1974

The Reverend James D. Archer
Flint Hill United Methodist Church
Bedeville Highway At Scott Road
Alexander City, Alabama 35010

Dear James:

The date and time suggested in your letter of July 8 is open for me, and I will be expecting your call, Thursday, July 25 at 10:00 A.M. CDST, (11:00 A.M. my time).

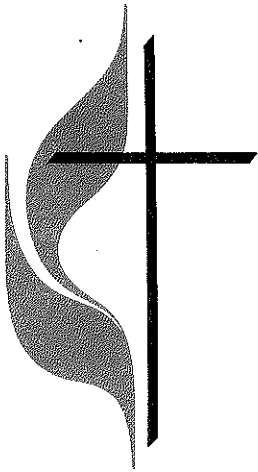
The telephone number at which I may be reached is 704-366-9636, Charlotte, North Carolina.

I shall be looking forward to your call.

Yours very truly,

Western North Carolina Conference

Flint Hill
United
Methodist
Church



JAMES D. ARCHER
MINISTER

DADEVILLE HIGHWAY
AT SCOTT ROAD
ALEXANDER CITY,
ALABAMA 35010

CHURCH: (205) 234-5047
PARSONAGE: (205) 234-4436

July 8, 1974

Mr. James H. Womack
2143 Ferncliff Road
Charlotte, North Carolina 28211

Dear James:

I am sure that you have wondered why I haven't been in contact with you before now regarding the National Consultation on Equitable Salaries for the fall of 1975. My intention was to contact you earlier, but I have been busy with several things. One, I have had a number of letters and telephone calls from around the country concerning our recent consultation and expressing interest about future ones. Two, I had hoped to have a complete list of chairpersons before now. I still lack twelve conferences having all seventy-three of them. This morning I have sent a letter to the conference secretaries of these conferences in the hope that I will soon have this information. Three, I have been in correspondence with Dr. Bryan Brawner and Dr. John Norwood of the Council on Finance and Administration regarding help and support. In telephone conversations, they have expressed interest in our work and indicated that we could expect some financial aid from their contingency fund. But as of this morning, I have not had a concrete proposal of aid from their office. I had hoped that I would and perhaps one will come through by the time we have our conference telephone conversation.

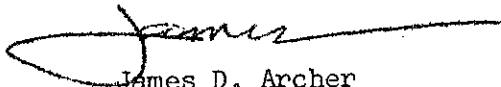
I am sure that you have had ample time to reflect upon our recent consultation and you have some proposals to offer concerning our forthcoming one. It is now time that we get the ball rolling for the fall of 1975. We need to set dates (if I remember correctly, late September was suggested by the consultation), place and length of the consultation. Moreover, we need to talk about the agenda and make some assignments for individual work on the part of the committee. I am suggesting that we have a conference telephone call on Thursday, July 25 at 10:00 a.m. CDST. Please reply promptly to me about your availability for such a conference on the above mentioned date. Also, send me the telephone number where you can be reached. If it is impossible to get an adequate number of you together for a conference on July 25, I need adequate time to notify the other members of

the Steering Committee that our conference has been canceled. Plan to have at least thirty minutes available for this conference call. I have checked with the telephone company and we can talk for thirty minutes if need be for approximately \$95.00-100.00. Our secretary, Byron White, tells me we have adequate funds for such a conversation.

Just as soon as the chairperson list is available I will get one to you. I have been well pleased with the comments and inquiries we have received to date and I feel that we will have a good response to the 1975 Consultation. But if we are to do so, we must get the word around as to time and place.

I am confident you will have some good suggestions to offer on July 26. Until then, I hope to have your response that you are available for a conference telephone call. I am,

Sincerely,



James D. Archer
Chairperson,
The Steering Committee
National Consultation on
Equitable Salaries

JDA/lm

Copies to:

Rev. Byron L. White
Mr. James H. Womack
Rev. Matthew W. Gates
Rev. Patrick Flaherty
Rev. Harold C. Knudsen
Dr. Cyril Stone

August 1, 1974

The Reverend James D. Archer
Blint Hill United Methodist Church
Dadeville Highway At Scott Road
Alexander City, Alabama 35010

Dear James:

Pursuant to our telephone conversation on July 25, I am listing several items for possible consideration at the National Consultation On Equitable Salaries for 1975:

1. A more definitive statement of purpose and responsibilities for Commission On Equitable Salaries in P 392-1 of 1972 Discipline.
2. Is Equitable Salaries support primarily for the Minister, or is it for the local Charge?
3. Should we encourage more "tent-maker" appointments in Charges that can never be self-supporting as a means of reducing the overall Conference askings?
4. Parish Ministry as a concept of strengthening ministry for Charge, and reducing Conference support.
5. Should limits be set on length of time, and percent of salary that Conference will subsidize?
6. Should Commission furnish salary support for undergraduate Student Ministers?
7. Should all Conferences have a uniform set of guidelines for salary support? (not same amount, necessarily)
8. Merits of one salary amount for all Ministers on Equitable support VS. graduated salary based on years of service.
9. Should Commission have a voice in the decision of new

Charge lines where Conference salary support is involved?

The other item of information which you requested was cost of travel to Kansas City. The present round-trip fare for air travel from Charlotte is \$ 212.55, first class, \$ 164.55, tourist class; tax and security is included. Tourist class is completely acceptable for me.

James, it is a long time from now until September 1975, and I will probably have some more suggestions before then. As of now, I believe the above covers the main items of concern to this Conference. You will note that I have not included Uniform and/or Basic salary plans. It is realized that there is quite a bit of interest in this on the part of some Ministers, but this Conference has just completed a lengthy, in-depth, study of this, and it is low priority for us now. I would have no objections to it being on the agenda if there is sufficient interest on the part of others.

Yours very truly,

James. H. Womack, Chairman
Western North Carolina Conference

To: Chairmen, Pastor-Parish Relations
Chairmen, Administrative Boards

August, 1974

WHAT SHALL WE PAY OUR PASTOR IN 1975 ????

This question is probably haunting some of you at this very time. It has been asked of our Commission on numerous occasions.

We, of course, cannot answer that question for you. We can furnish you one of the guidelines most frequently used by the business world in determining cost-of-living salary adjustments-the Consumer Price Index, familiarly known as the "Cost-of-Living" chart prepared by the U.S. Department of Commerce.

Using the Consumer Price Index as a guideline for cost-of-living salary adjustments, the effect on a base salary of \$ 8,000. in 1967 would be as shown in the following example:

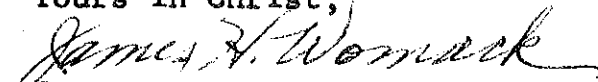
<u>YEAR</u>	<u>SALARY</u>	<u>CONSUMER PRICE INDEX</u>
1967	\$ 8,000	100.0%
1968	8,320	104.0
1969	8,784	109.8
1970	9,304	116.3
1971	9,704	121.3
1972	10,336	129.2
1973 (11 mos.)	11,008	137.6
1974 (Spring Est.)	11,648	145.6

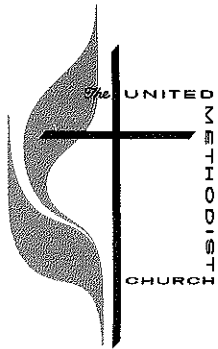
This chart makes no allowance for merit increases, but simply illustrates the adjustments necessary to hold an even standard of living, based on 1967. No firm estimates are yet available for 1975, but indications are that the inflation rate will continue an upward trend.

If you have not already done so, we suggest that you substitute the salary of your Minister for 1967, make the calculations as shown above, and use the result as a guideline when you discuss 1975 salary with your own Minister.

We wish you well, and we hope that this data will be helpful to you in finding the proper answer for equitable salary treatment for the Minister for whom you have responsibility.

Yours in Christ,


James H. Womack, Chairman
Commission On Equitable Salaries
Western North Carolina Conference



ST. STEPHEN'S

UNITED METHODIST CHURCH

ALBUQUERQUE, NEW MEXICO 87111

10218 Ciclito Lunde NE

CYRIL STONE, D.D.
PASTOR
PHONE: 255-1669

August 31, 1974

Dear James,

Since I've been appointed to begin a new Church from "scratch", I'm both slow and subject to more than usual error.

Enclosed you will find a proposal of purpose for an September 1975 meeting. Make such modifications as you may see fit along with corrections. I assume you would send it on to James Archer thru yr future mailings.

Best wishes to you.

Sincerely,
Cyril

September 22, 1974

The Reverend James D. Archer
Flint Hill United Methodist Church
Dadeville Highway at Scott Road
Alexander City, Alabama 35010

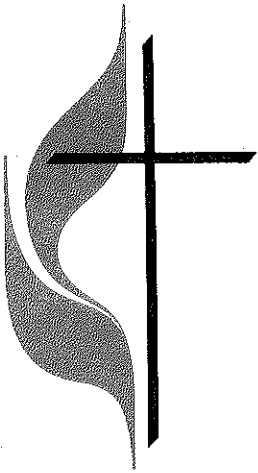
Dear Jim:

Enclosed is a copy of a letter, with attachment, which I received from Byron White. Please excuse the delay in forwarding this to you, but my wife and I have been on an extended visit to the Southwest and have just returned to the city.

Byron's letter leaves me a little puzzled. First of all, I know that no suggestions were to be cleared through, ^{me} so I can only assume that there was a misunderstanding as to the "Jim" involved. Secondly, and more to the point, was I supposed to send a list of suggestions to you? It seems to me that I told you that I had none to add to my original list (sent prior to our February meeting), but if I am due you something else, please let me know and I will be glad to furnish same. Unless I hear from you, I will assume that nothing additional is needed.

Sincerely,

Flint Hill
United
Methodist
Church



JAMES D. ARCHER
MINISTER

DADEVILLE HIGHWAY
AT SCOTT ROAD
ALEXANDER CITY,
ALABAMA 35010

CHURCH: (205) 234-5047
PARSONAGE: (205) 234-4436

September 30, 1975⁴
1974

To: The Steering Committee
National Consultation on Equitable Salaries

Dear Colleagues:

This communication will serve to bring you up-to-date on matters relating to the National Consultation on Equitable Salaries for the fall of 1975.

1. Pat Flaherty has secured reservations for the use of the facilities of the Saint Paul School of Theology, Kansas City, by the National Consultation on Equitable Salaries on September 23-26, 1975. We will have use of the Don Holter Center for Renewal and adjoining meet-rooms. Saint Paul will be able to provide all meals in the dining hall and probably house all or most of the participants. If not, nearby motels are available. At current rates, the cost per person, per day, for room and meals would run approximately \$13.00. This rate is subject to inflation of course. The cost would run slightly higher should some have to stay at motels.
2. I have this month, received word from Dr. R. Bryan Brawner of the Council on Finance and Administration that we cannot expect any financial assistance from his office. In his letter he expresses again his interest in our work and requests that we invite his office to attend the consultation but in regard to financial assistance, I quote, "We are permitted to deal only with official agencies established by the General Conference, either through the GOOM or the GCFA." Therefore it seems that we will have to continue our work by use of the telephone and by the mails. If you have better suggestions, I shall be glad to hear them.
3. I have received your approval of the statement of purpose as prepared by Cyril Stone. I am in the process of preparing a mailing to go out to each annual conference chair person containing this statement of purpose, announcing the date and place of the National Consultation, outlining our method of securing funds for operation and perhaps seeking information concerning current programs.

4. Byron White, our treasurer, informs me that we have only \$45.83 on hand as of September 9. As I mentioned in the above paragraph, I am going to include our method of financing the Consultation in our mailout. Hopefully, some will respond and I suggest that Byron get out a letter to all Conferences which attended the Consultation in Birmingham requesting additional funds.

5. Agenda items received to date are:

- Conf. Reg.*
- GCL I 1. A. A more definitive statement of purpose and responsibilities for Commission on Equitable Salaries in P. 892-1 of 1972 Discipline.
- GCL I/A. B. To clarify and detail the purposes and responsibilities of the Commission on Equitable Salaries in the Annual Conferences.
- GCL I 2. C. To prepare a statement for the General Conference in asking for legislation to clarify the Discipline.
- GCL I/B. D. Legislation to define Equitable Salary and present to General Conference.
- IV E. To provide a workable series of discussion centering around various areas of responsibility.
3. F. Workshop suggestions are:
- Adm. III*
Soly Policy III
Salary Plan Staff III
- a. Relationships of Equitable Salary to Evaluation
- b. Salary Guidelines for Various Sizes or Categories of Churches
- c. Relationship of Salary Support to Mission Work
- d. The Basic Salary Plan
- e. The Administration of Salary Support in such a way as to make allowance for variables in cost of living within the same Annual Conference
- G IV/4. G. Structure workshops on a repeating basis so that those in attendance might attend at least three of the workshops.
- G IV/5. H. The first Consultation raised some good questions, structure the second one to answer some of the questions raised.
- G IV I. To ask at least four active Bishops of our Church to be present at the Consultation for discussion and suggestions.
- GCL I J. To have the Chairman of the Judiciary Committee in attendance for the purpose of clarifying and directing our requests for legislation to the General Conference.
- SA III K. Should we encourage more "tent-maker" appointments in Charges that can never be self-supporting as a means of reducing the overall Conference askings?
- SAP IV L. Should all Conferences have a uniform set of guidelines for salary support? (not same amount, necessarily)
- SA III M. To draft a worksheet to be used by the Local Church in arriving at an equitable salary. *(Conference subsidy)*
- SAP IV N. Merits of one salary amount for all Ministers on Equitable support VS. graduated salary based on years of service.
- SPS II O. Statement for or against Standardized Salaries.
- SP III P. Arrive at a clear definition of the term "Full Time Minister."
- SP IV Q. Suggest a work load to support the "Full Time" definition.
- GCL I 10 R. Discuss and define "Equitable Salary" for the annual Conference and the Local Church.
- G IV/1 S. Continuance of Consultation as a standing committee for each Quadrenium.
- GCL I T. Request the General Conference to establish an office for a person to work with the Equitable Salaries program within the General Church. This office/person might act as a coordinator of conference programs, a counselor to annual conferences, serve, act as a depository for existing programs, conduct district workshops for Committees on Pastor-Parish Relations, etc.
- G IV U. To strengthen and support each other as we grapple with items that are areas of responsibilities of Equitable Salary Commissions of the Annual Conferences.
- S.P.S. III V. Is Equitable Salaries support primarily for the minister, or is it for the local Charge?
- S.P.S. III/3 W. Consider the Parish Ministry as a concept of strengthening ministry for the Charge, and reducing Conference support.
- SP IV X. Should limits be set on length of time, and percent of salary that the Conference will subsidize?
- SA III Y. Should the Commission have a voice in the decision of new Charge lines where salary support is involved?
- SI III/9 Z. Should the Commission furnish salary support for undergraduate Student ministers?

(over)

G. IV A-1 To pursue, indepth, the various areas of concern and responsibility and attend to find where we may establish some common bases for all Annual Conferences in salary, housing, and other area for which we are responsible.

GCL I A-2 To determine areas wherein we may wish to memorialize the General Conference in matters pertaining to Commissions on Equitable Salaries.

II A-3 *Uniform Salary Plan (all draw same amount)*
I don't think I have missed any of the agenda items you offered. However, you will note that yours is not in the order that you gave them. I tried to group them together according to themes but realized later that I had not completely done so as some ideas are intertwined with others. Now, the thing we need most is for you to study these suggestions carefully, even adding new thoughts that have come to your minds after having read these, refine the ideas into a logical program agenda listing the ideas you consider to be most important numerically and placing an asterisk by those you consider of prime importance, and when you have done this, return the agenda items to me with your further suggestions.

I look forward to hear from you in the near future. I know this is a busy time for all of you, but to get the ball rolling, let me suggest a deadline of October 17 for the completion of this task. I am,

A-4. *Idea of Techuqueto encourage suggest and for compliance in local churches.*
Sincerely,

James
James D. Archer

I assumed from your recent note that you gave approval to Cyril's statement of purpose. Right?

October 14, 1974

The Reverend James D. Archer
Alexander City, Alabama

Dear James:

Following along on the idea in which you originally started your groupings, I have put all of the suggestions, plus two new ones- A*3 and A-4, into four groups. They are not necessarily grouped in order of importance, and those which I consider of first priority will be marked with an asterisk, as you requested.

I then suggest that you take the following steps:

1. Assign to two, or more, men who will be attending the Consultation the responsibility of preparing a paper on each of the four groups, the delivery of which would not take more than one hour-preferably 30 minutes. (One team to each group, not all groups for one team.) The paper should not attempt to cover all details, but be more in the nature of a philosophical approach to the subject. Each man on a team would work independently, and would then exchange copies for consolidation into one paper for presentation.
 - A. Due date for completion and exchange-Feb. 1, 1975.
 - B. Due date for consolidation and completion 9/1/75/.
 - C. Copy to each member of Steering Committee 10/1/75/.
2. Steering Committee to meet in Kansas City one day prior to Consultation for making final plans for meeting.
3. Suggested Consultation Agenda:
 - A. Devotional.
 - B. Presentation of each of the four papers in item 1. (Strict adherence to time schedule- questions later)
 - C. Breakup into four groups, according to interest, for discussions, questions, etc. (2-3 hours)
 - D. Repeat B, switching to be done by choice. (2-3 hrs.)
4. Plenary session, if desirable, and closing.

The Reverend James D. Archer -

You will realize, of course, that all of this is submitted for your consideration, and that you are free to revise, adapt, or reject. You may wish to further break down the groups suggested, but I was attempting to put them under rather general headings for assignment. Any decision that you make will be agreeable with me.

Jim, I regret that there are no funds available to pay for a meeting of the Steering Committee, but I am not at all discouraged about it. I believe that there was Divine guidance for the first meeting, and that this one will work out just as well, or better. (I don't know how the other members feel, but I would be willing to pay my own way to a meeting if you feel it desirable.)

You have a big job on your hands, and I wish you luck. If we can help in any way, let us know.

Yours in Christ,

GROUP I - General Conference - Memorial/Legislation

- * A. A more definitive statement of purpose and responsibilities for Commission On Equitable Salaries in P. 892-1.
- B. To clarify and detail the purposes and responsibilities of the Commission in the Annual Conference.
- * C. To prepare a statement for the General Conference in asking for legislation to clarify the Discipline.
- * D. Legislation to define Equitable Salary and present to General Conference.
- J. To have the Chairman of the Judiciary Committee in attendance for the purpose of clarifying and directing our request for legislation to the General Conference.
- R. Discuss and define "Equitable Salary" for the Annual Conference and the Local Church.
- T. Request the General Conference to establish an office for a person to work with the Equitable Salaries program within the General Church.
- A2. To determine areas wherein we may wish to memorialize the General Conference in matters pertaining to Commissions On Equitable Salaries.

GROUP II - Study Of Salary Plans

- Fd. The Basic Salary Plan.
- A3. Uniform Salary Plan (All Pastors draw same amount).
- O. Statement for or against Standardized Salaries.

GROUP III - Salary Administration Policies

- Fa. Relationships of Equitable Salary to Evaluation.
- Fb. Salary Guidelines for Various sizes or Categories of Churches.
- Fe. The administration of Salary Support in such a way as to make allowances for variables in cost of living within the same Annual Conference.
- * K. Should we encourage more "tent-maker" appointments in Charges that can never become self-supporting as a means of reducing overall Conference askings?
- * L. Should all Conferences have a uniform set of guidelines for salary support? (not same amounts, necessarily.)
- M. To draft a worksheet to be used by the Local Church in arriving at an equitable salary.
- * N. Merits of one salary amount for all Ministers on Equitable support VS. graduated salary based on years service.
- * P. Arrive at a clear definition of term "Full Time Minister".
- Q. Work load to support the "Full Time" definition.
- * V. Is Equitable Salaries support primarily for the Minister, or is it for the Local Charge?
- * W. Consider the Parish Ministry as a concept of strengthening ministry for Charge, and reducing Conference support.
- * X. Should limits be set on length of time, and percent of salary that the Conference will subsidize?

Group III - continued

- *Y. Should the Commission have a voice in the decision of new Charge lines where salary support is involved?
- Z. Should the Commission furnish salary support for undergraduate Student Ministers?
- *A4. Ideas or techniques to encourage Local Charges to comply with policies set by Conference.

GROUP IV - General

- E. To provide a workable series of discussions centering around various areas of responsibility.
- F. Relationship of Salary Support to Mission Work.
- *G. Structure workshops on a repeating basis so that those in attendance might attend at least three.
- H. The first consultation raised some good questions. Structure the second one to answer some of the questions.
- I. To ask at least four active Bishops of our Church to be present at the Consultation for discussion/suggestions.
- S. Continuance of Consultation as a standing committee for each Quadrennium.
- *U. To strengthen and support each other as we grapple with items that are areas of responsibilities of Equitable Salary Commissions of the Annual Conferences.
- Al. To pursue, in depth, the various areas of concern and responsibility and attempt to find where we may establish some common bases for all Annual Conferences in salary, housing, and other areas for which we are responsible.

November 16, 1974

The Reverend Byron Lee White
2505 18th. Avenue East
Tuscaloosa, Alabama 35401

Dear Byron:

In response to your letter of November 11, I am enclosing my check for \$20.00 as an additional contribution from the Western North Carolina Conference.

Byron, I have not kept a record of the checks sent to you so I do not really know at this point how much you have received from my Conference. I am assuming that the \$20.00 you refer to in paragraph three of your letter means that we have made the original \$20.00 donation, and that you are now asking for an additional \$20.00, and that this check will bring us up-to-date with our obligations. If this is not correct, please advise at your convenience. If I do not hear, I will assume that we are current with our payments.

I appreciate the work you are doing for the Task Force.

Sincerely yours,

James H. Womack, Chairman
Commission On Equitable Salaries
Western North Carolina Conference

Byron said OK.
on telephone

**NORTH
ALABAMA
CONFERENCE**



**COMMISSION
ON
EQUITABLE
SALARIES**

November 11, 1974

Dear Equitable Salaries Chairman,

I'm writing you concerning the National Consultation On Equitable Salaries. Hopefully, by now you have received your invitation to the 1975 meeting to be held at St. Paul School of Theology, Kansas City, Missouri, September 23 through 26. This will be our second meeting, which is a follow-up to the 1974 meeting held in Birmingham, Alabama last spring.

At the Birmingham meeting it was decided to organize ourselves into a body of concerned persons who wanted to further the cause of Equitable Salaries at the 1976 General Conference. It was further decided that we would fund this body by a \$20.00 donation from each participating Annual Conference, and a request would be made for further funding as needed.

To date I have received \$20.00 donations from South Georgia, Virginia, Western North Carolina, New Mexico, Kentucky, Memphis, Rocky Mountains, North Mississippi, North Alabama and New York.

Enclosed is a financial statement which makes it obvious that we do need further funding. By further funding, I mean that those Conferences that wish to participate need to send their \$20.00 plus another donation (not to exceed \$20.00). And those who have already sent their \$20.00 need to make a further donation to insure that the work of the Steering Committee can go on unhindered. The Steering Committee, under the Chairman has been very busy arranging for the 1975 meeting and yet there is still much to do.

Please send your funds.

Sincerely Yours,

A handwritten signature in cursive script that reads "Byron Lee White".

Byron Lee White, Secretary-Treasurer
National Consultation on
Equitable Salaries
2505- 18th Avenue East
Tuscaloosa, Alabama 35401

BLW/ds

FINANCIAL STATEMENT
 NATIONAL CONSULTATION ON EQUITABLE SALARIES
 November 11, 1975

DATE	DEPOSITS	CONFERENCE(S)
3/23/74	\$206.86	North Alabama, South Georgia Virginia, Western North Carolina
4/29/74	50.00	Kentucky, Memphis, Rocky Mt., North Mississippi, New Mexico,
5/30/74	20.00	New York
7/25/74	20.00	
10/24/74	20.00	
	Total	
	\$316.86	

DISPERSEMENTS

3/23/74	Flint Hill UMC (Ch. Phone Exp.)	\$ 19.13
4/29	Office Products Inc.	9.65
5/15	Mason Office Machines (Rental)	15.83
5/15	Office Products Inc.	6.73
5/15	U.S. Post Office	10.00
5/28	Druid Typewriter (Memo Ink)	8.59
5/28	Office Products Inc.	26.06
6/2	Kathy Parker (Clerk Help)	10.00
6/3	Post Office	20.50
6/3	James D. Archer (Postage)	10.00
6/10	Mason Office Machines (Rental)	6.00
6/10	Post Office	14.00
6/14	Forrest Lake UMC (Offset Work)	10.40
8/22	South Central Bell (Conf. Call)	82.95
9/9	James D. Archer (Postage)	10.00
9/31	South Central Bell	11.73
10/29	Post Office	30.00
	Bank Service Charges	3.54
	Total	\$ 305.11
	Balance On Hand	\$11.75

FINANCIAL STATEMENT
 NATIONAL CONSULTATION ON EQUITABLE SALARIES
 November 11, 1975

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7/25/74	20.00	
10/24/74	<u>20.00</u>	
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10/29	Post Office	30.00
	Bank Service Charges	<u>3.54</u>
	Total	\$ 305.11
	Balance On Hand	\$11.75

Decision No. 303

In Re: Petition from the Baltimore Annual Conference for a Declaratory Decision as to the Meaning, Application and Effect of Paragraph 892, Equitable Salaries, and Paragraph 893, Basic Salary Plan, in the 1972 Discipline.

DIGEST

Any comprehensive, basic or total salary program, by whatever name it may be called, if it is to be adopted by an Annual Conference, must be approved by at least a two-thirds vote of the Annual Conference and by a majority vote of three-fourths of the Charge Conferences in accordance with Paragraph 893 of the Discipline.

Minimum Salary Plans are not affected by this decision.

STATEMENT OF FACTS

In 1968 the Baltimore Annual Conference created a Committee to Study Deployment and Salaries of Ministers. This committee made a progress report to each Annual Conference session during that quadrennium. The committee found that there is a close interrelationship between the deployment of ministers and ministers' salaries. In 1970 in his report to the Annual Conference the committee chairman stated:

"How well the Conference can, in fact, place ministers in situations for which they are best qualified is determined essentially by the ministerial salary system. The two elements, deployment and salaries, are inextricably linked with the practicality of salaries largely controlling the idealism of deployment."

The Annual Conference in its 1970 session adopted "Deployment Guidelines" presented by the committee but not its salary proposals.

The committee, working with the 1968 Discipline, found two paragraphs - 924 Minimum Salaries and 925 Basic Salary Plan - which were related to the salary phase of its work. After considerable study the committee concluded that neither of these paragraphs was entirely suitable for its purposes. It wanted a plan that included much more than simply a "minimum" salary. But it wanted to retain in each individual charge the responsibility for the minister's salary rather than the salary centralization provided for under the Basic Salary Plan. In short it wanted something in between these two paragraphs - something which would allow for some flexibility of design to meet special conference needs.

This is the context in which the 1971 session of the Baltimore Annual Conference directed the committee to "petition the General Conference in 1972 to replace the Basic Salary Plan and the Minimum Salary Plan with a flexible provision that will enable an Annual Conference to achieve equity of salaries for all." A resolution to accomplish this purpose, setting out the language desired by the committee, was prepared and submitted to the General Conference. The legislation adopted by the General Conference has replaced the Minimum Salaries

paragraph 924 in the 1968 Discipline and appears under the caption "Equitable Salaries" as Paragraph 892 in the 1972 Discipline. However, what was Paragraph 925, Basic Salary Plan, in the 1968 Discipline was neither replaced nor altered and appears as Paragraph 893 in the 1972 Discipline.

Following the 1972 General Conference the Baltimore Annual Conference continued the activities of its committee under its new Commission on Equitable Salaries. The commission prepared a proposed plan for "Equitable Salaries" for the conference which was included in the pre-conference reports for the delegates to the 1973 Annual Conference. The commission recommended that "for 1973 the first step in the scale be guaranteed to all, plus sums of \$200 - \$1,000 per minister per year, depending on the years of service, in five year intervals, after five years of service." The commission stated: "This is the first step in 'phasing in' the system - within the limits of presently available funds, additional steps are planned for succeeding years until the system is fully in force."

When the matter came before the 1973 session of the Annual Conference, the conference, by motion, asked its presiding bishop, Bishop James K. Mathews, for his judgment as to the propriety of the proposal. He stated to the conference that it was his opinion that the report and recommendation of the commission was not appropriate under Paragraph 892. He gave his reasons orally. The Judicial Council considers this to be a bishop's decision on a question of law.

The conference discussed the Equitable Salaries Plan as presented to it by the commission, made some amendments to the plans as originally presented, and approved the amended report. Then, in the light of the opinion by Bishop Mathews, the conference voted to petition the Judicial Council for a declaratory decision. The Judicial Council considers this to be an appeal from the bishop's decision.

After the Annual Conference had adjourned, the petition for a declaratory decision relative to the meaning, application and effect of Paragraph 892 pertaining to Equitable Salaries and Paragraph 893 pertaining to Basic Salary Plan, signed by the bishop and the secretary of the conference, was forwarded to the Judicial Council. With the petition Bishop Mathews also sent a statement of his reasons for the opinion that the matter was not appropriate under Paragraph 892. This statement was prepared from his notes made at the time of the Annual Conference and is not verbatim as presented to the conference session. The reasons as stated by the bishop are:

- "1. This proposal would limit the right of a Charge Conference's prerogative of setting the salary in discussion with the District Superintendent (see Paragraphs 145.9, 151.2, 890, and 892.7).
- "2. The meaning of 'Equitable' is itself unprecise and possibly ambiguous.
- "3. The proposal of an elaborate equitable salary plan stresses tenure and training, not qualification and evaluation of performance of minister.

- "4. For the annual conference to adopt this proposed Equitable Salary Plan without broad consultation and involvement of Charge Conferences, as implied by the Basic Salary Plan, restricts lay involvement.
- "5. The cost and scope of the plan had not been adequately examined.
- "6. In a word, the Equitable Salary scheme of Paragraph 892 is not merely a verbal change from the old Minimum Salary plan but it incorporates a number of the aspects of the Basic Salary Plan. Thus the real issue is that Paragraph 892 allows for the possibility of 'Basic Salary Plan' being approved by a simple majority vote of an annual conference, and thus negates the safeguard implicit in the Basic Salary Plan (see Paragraph 893) requiring a $2/3$ vote of the Annual Conference and a $3/4$ ratification by the Charge Conferences. It was for this reason fundamentally that I gave the opinion that the Equitable Salary scheme as originally proposed (Exhibit A) would not be in order."

JURISDICTION

The petition from the Baltimore Annual Conference is properly before the Judicial Council as a request for a declaratory decision under Paragraph 1515 of the 1972 Discipline. However, for reasons already stated and because the motion made in the Annual Conference was reduced to writing in the minutes, the Judicial Council also accepts this request, under Paragraph 1511, as an appeal from a bishop's decision on a question of law.

ANALYSIS

The Baltimore Annual Conference, through its Committee to Study Deployment and Salaries of Ministers and since 1972 through its Commission on Equitable Salaries, has worked diligently over a period of years to develop an Equitable Salary Plan which would aid in the most effective deployment of ministers and be in conformity with the Discipline. When, under the provision of the 1968 Discipline, the committee found it difficult to attain its goal, the Annual Conference petitioned the General Conference for disciplinary changes. It sought to have one new paragraph, under the heading of Equitable Salary, replace two paragraphs of the 1968 Discipline, Paragraphs 924 and 925 which dealt with Minimum Salary and Basic Salary Plan respectively. The General Conference passed legislation creating a new paragraph entitled Equitable Salary which is now Paragraph 892 of the 1972 Discipline. This paragraph replaces the paragraph on Minimum Salary. However, the General Conference did not eliminate or change the paragraph on Basic Salary Plan. That paragraph is continued as Paragraph 893 of the 1972

Discipline. Thus an ambiguity has been created.

The Baltimore Annual Conference through its Commission on Equitable Salary filed a brief and at a hearing made a statement to the Judicial Council. The brief recognizes an ambiguity between the two paragraphs of the Discipline, but holds primarily that such ambiguity does not result in conflict or contradiction, or, if so, that the legislative doctrine of "recency" would require that Paragraph 892 would prevail.

It is necessary to analyze the General Conference action in the light of its legislative intent. A review of the debate in the Journal of the General Conference makes it clear that the proponents of the legislation intended to propose permissive legislation to allow greater flexibility.

The question then is whether that intent was carried out by the General Conference.

A reading of Paragraphs 892 and 893 together reveals that the problem stated in the debate still exists in the Discipline.

Paragraph 892 does incorporate a number of aspects of Paragraph 893, and the end result is, regardless of the intention of the proponents of 892, that a Basic Salary Plan can be approved by a simple majority vote of an Annual Conference under 892 negating the safeguards in Paragraph 893, according to the petitioners. This is not correct.

It should be further pointed out that, as written, 892 is not permissive legislation and while the establishment of a Basic Salary Plan under 893 is permissive, the methodology is mandatory.

A careful examination of the debate reveals no intent by the General Conference to repeal Paragraph 893. An examination of the debate reveals rather that action was taken in haste, without sufficient debate, and without sufficient explanation and certainly without the achievement of finding of distinctions between the two paragraphs.

Under the 1968 disciplinary provisions the Minimum Salary paragraph could be implemented in an Annual Conference by a simple majority vote of the conference. The 1972 paragraph on Equitable Salary which replaces it does not require more than this. However, the paragraph on Basic Salary Plan requires for implementation a two-thirds vote of the Annual Conference and a majority vote in three-fourths of all the Charge Conferences.

We recognize that many Annual Conferences have instituted Minimum Salary Plans under the provision of the Minimum Salary Plan which is no longer a part of the Discipline. All such Minimum Salary Plans may be continued.

In the case before us, however, we have a proposed salary plan for an Annual Conference which is far more than a Minimum Salary Plan. By whatever name it may be called it is in fact a basic, comprehensive, total salary plan for the conference. It has been suggested that the first step which it proposed to implement at this time is not more than a Minimum Salary Plan. This is irrelevant because this first step is an integral part of the total plan all of which is intended to be implemented.

This plan is clearly a basic, comprehensive one and Paragraph 893 makes the provisions for adopting such a plan. If the procedures outlined

in this paragraph were followed in adopting it, there is nothing in the Discipline that would be in conflict with it. Therefore, if such a plan is to be adopted while Paragraph 893 remains in the Discipline, it must be adopted under the procedures required by that paragraph.

DECISION

A comprehensive salary plan for an Annual Conference which is in effect a basic salary plan for that conference, by whatever name it may be called, may be adopted only by meeting the voting requirements of Paragraph 893. The ruling of Bishop Mathews is affirmed.

April 19, 1974
(Charles Copher was absent)

THE EQUITABLE SALARIES COMMISSION
AND THE TASK OF WRITING IN VARIABLES TO BASIC SALARY SUPPLEMENT

Dr. Cyril Stone

There is a clear call for an adequate, competent ministry at all levels in the Annual Conference if we are to be responsible disciples for our Lord, as well as those who enable the ministry of the Laity.

If we heed the admonition to go in to all the world and preach and teach the gospel, we are called to provide ministers for the lost and least, the oldest and the youngest, the highest and the holiest. Fulfilling that role will recognize that, from some source, funds must be forthcoming to challenge a minister both in service and in creativity, and to challenge a congregation to Mission.

This much would say then that Equitable Salaries Commission of the Annual Conferences would be alert to a number of issues that would bear on a fair and livable salary or support for ministry where the local church or agency may be unable to provide fully.

The Annual Conference Equitable Salaries Commission will want to be aware of the cost of living index in the area. In addition they will honestly and seriously investigate the levels of similar professional persons in that area. A guideline used in some Annual Conferences sets a base salary level at not less than the starting salary for a public school teacher, and possibly with a Master's Degree. A third requirement would be for the Annual Conference Equitable Salaries Commission to know something of what the Conference can and will support for fair and just salary base in terms of the request from Annual Conference Council on Finance and Administration for proper apportioning.

The next step then will obviously be a consideration of the local church or charge fulfilling its obligations rather than allowing a poverty mind to develop, as much as to say, "the Annual Conference will cover salary support, so let us not be concerned". Consequently, Equitable Salaries Commission will need to develop some tool of encouragement at this point for the new or the old charge where basic salary support may be given.

There are suggested at least four requirements that should go into any formula for setting minimum salaries for our Ministers:

1. Salaries of these Ministers should keep pace with the salaries of their peers,
2. The method used should provide a direct incentive, both for the Minister and the Charge he is serving,
3. The salary schedule should keep pace with the Consumer Price Index (Cost-of-Living), and
4. The salary schedule should be EQUITABLE; equitable for the Minister, Equitable for the Church, and equitable for the Conference.

The following "formula" is proposed as a means of achieving this:

The amount of salary increase added to the Salary Schedule each year will be the average current year dollar increase given to all full-time Senior Ministers serving Charges with Membership up to 400, including those serving Charges where salary is supplemented by the Conference, such amount to be rounded to the nearest \$100.

In order to be fair, also, the consideration will call for recognition of a minister as a qualified, capable, caring and concerned person who needs to be free to minister to all levels of society without fear of threat to reduce his financial ability or "keep him humble" as the case may be.

Some guidelines may be in order:

1. Equitable Salaries Commission needs to be in touch with and know the charges which may need or will be receiving support and encourage them to summon their best resources. If necessary, to accomplish this, District Superintendents may be appreciative of a handle by which two or more smaller charges may be brought together in a larger parish more effectively to serve the people.
2. Equitable Salaries Commission would want to establish a "floor" which is equitable and fair. This would recognize also the responsibility to prevent a minister from feeling he is punished by an appointment to some financially poorer charge. It recognizes, also, the need to feel he is equal with his co-laborers and not dehumanized, though such an attitude may unwisely be developed.
3. Variations in academic or educational accomplishment may provide some basis for supplement. Some recognition of difference may be made between the Master's or the Bachelor's Degree, and the student, lay or associate minister. Yet, to be fair and equitable is important, because the costs of living may be more nearly alike.
4. Conference relationships may have some bearing on supplement, also. In some instances, increments for years of service are automatic. Feedback from this has emphasized that it may produce a willing incompetence, a laziness, a consequently, may be related to requirements for continuing education and increased evidence of competency.
5. Recognition of material status may also provide another option for supplement. Probably the most desirable arrangement here has recognized the difference in food, clothing and medical variations of single, married and married with children categories. With some care, the feeling that we might be encouraging population growth would be deleted. At this point, also, it is valuable to establish a level for family (i.e., married and children) increments in case of a couple, who are ordained and appointed to the same, or separate, charges.
6. Probably, one of the most consistent areas where supplement is needed is in parish related travel and cost of operating. The Annual Conference Equitable Salaries Commission may use any one of several formulae to provide travel aid. Where two or more churches are a part of a single charge, it is recognized a considerable cost is involved as the pastor visits his constituency, and makes hospital calls. So the mileage

factor for carrying out ministry could be one part of the formula. Another might be unusual weather conditions that require exceptional auto care. Travel allowance at a rate that actually covers operational costs would prevent unusual exploiting of salary for rendering of ministry.

7. One additional area may include such items as partial payment of Conference medical insurance premiums, or other fringe benefits when to do so maintains a more equitable salary level for the minister in service.

While these are probably items of highest profile in supplementary assistance beyond basic salary support, there are probably others, some of which may be peculiar to an Annual Conference or geographical area. Each Equitable Salaries Commission will of necessity need to study its needs, the effects of meeting these needs, and the manner of financing to provide equitable salaries.

WHY WE ARE HERE AND WHAT WE MUST BE ABOUT

By James D. Archer

Ladies and Gentlemen, I am real pleased to see you. The fact that you have come from across the nation indicates that you have a genuine concern for the Equitable Salaries program as it related to your Annual Conference and consequently to the United Methodist Church.

I am not real sure what your expectations of the Consultation are. All of us are at varying stages in the development of an Equitable Salaries program - all the way from the beginning stages to the development of a well rounded program. Wherever you are in your program, we hope you will find a place to plug in and reap benefit from having shared in the discussions that shall take place this week.

For those of you who are participating for the first time, let me say that our purpose is not to foster an organization for the sake of organization. As you have probably already noted, we are a fairly loose knit group and very informal in our method of operation. It is our objective to provide you with a setting in which you can express your ideas, voice your opinions, and in which something worthwhile can take place. It is not the intention of this organization to strive for exact uniformity in all Annual Conferences in terms of Equitable Salaries - local conditions differ too widely for that to take place. However, it is not unreasonable for us to work toward a common philosophy that can be made applicable to all.

To my knowledge, we do not have any professionals present. The only expertise we have to offer is that which you brought with you as you have gained it from the school of experience while working with your own Conference program. Therefore, we want you to know that your knowledge and experience is just as valid as that of the next person, and that your contribution to this Consultation will be welcomed. In fact, we expect your participation.

In order to set the stage for our time together, let me attempt to answer some questions.

I. HOW DID THIS CONSULTATION COME TO BE?

Concerns for inadequate salaries on a church wide basis had its beginnings in 1956 when the General Conference adopted legislation creating a Commission on Minimum Salaries at the Annual Conference level. This Commission was charged with the responsibility of supplementing salaries up to a minimum level as set by the Annual Conference. From that time until now, the legislation has seen little change with the exception that the 1972 General Conference gave the Commission a new name--The Commission on Equitable Salaries. The legislation outlining the responsibilities of this new Commission remained virtually the same as that of the old Commission on Minimum Salaries. In fact, the only difference besides the change in name was the inclusion of two additional provisions. One of these was the creation of an equitable salary system that would enable an Annual Conference to make the greatest use of its manpower by expanding the supplementing of salaries beyond that of the minimum level. The second was, to state that the primary responsibility for payment of salaries remains with the pastoral charge.

This change in name implies an expanded responsibility, yet the legislation deals primarily with minimum salary supplementation. Thus, the vagueness of the legislation leads to confusion. I'll not get into defining "equitable," as we will deal with it later in the Consultation. However, I think it must be sad that Equitable Salary deals with the whole concern of salary. And here again, we have differing opinions and interpretations. Thus, Commissions have had to struggle

with interpretation and the application of the interpretations made. Therefore, much confusion exists concerning the true responsibilities of the Commission on Equitable Salaries. It was because of this kind of confusion that this Consultation came to be.

A brief background is in order. After struggling with the Commission's responsibilities for some time following the change in name from the Commission on Minimum Salary to the Commission on Equitable Salaries, the North Alabama Conference Commission felt that since there was no one beyond the Annual Conference Responsible for Equitable Salaries, it would be beneficial to call together representatives of various Annual Conference Commissions for the purpose of sharing programs, policies, and problems common to all. A poll of selected Conferences, primarily in the Southeastern Jurisdiction, was made in the winter of 1973 to find out if there was sufficient interest to warrant calling for such a meeting. The response was such that the North Alabama Conference Commission initiated the first Consultation and issued invitations to selected Conference Commissions in each of the church's Jurisdictions. Twenty-five of the thirty-five Commissions invited responded by sending one or more representatives to this first Consultation on Equitable Salaries held in Birmingham, Alabama, in February of 1974. Five significant things happened at that Consultation:

1. There was a sharing of existing programs and problems in each of the participating Annual Conferences.
2. A tentative working definition of Equitable Salary responsibility was agreed upon. Incidentally, we will seek to perfect that definition this week.
3. Participants felt there was a definite need to continue the Consultation and to expand it to include every Commission of every Annual Conference within the United States.
4. A Steering Committee was selected to plan for and promote a Consultation for the fall of 1975.
5. A method of financing the work of the Steering Committee was adopted. Each participating Annual Conference would contribute \$20.00 as needed.

Since that time, your Steering Committee has been at work planning for this meeting we are involved in now. It has not been an easy task as we have not worked under the most ideal conditions. Because of the lack of funds, we have had to accomplish our work through correspondence and by conference telephone calls. In fact, we haven't had a face-to-face meeting since we adjourned in Birmingham until we arrived here Sunday evening. Hopefully, we have made adequate provision for a creative and rewarding Consultation.

II. WHY ARE WE HERE?

The church must retain its vitality, and in order to do so, it cannot ignore its obligation to pay the minister a living wage.

The cost of living began moving upward in the nineteen forties and is now playing havoc with the incomes of every American. Probably no other group has felt the pinch of inflation more than the minister. Government, business, labor and industry have all developed effective standards for establishing and maintaining livable salaries. But the minister, whether a recent seminary graduate or a qualified leader with several years experience, has no uniform formula or standard for measuring a fair and adequate salary. Therefore, our reason for coming together is to try to do something about the problems that face those whose responsibility is to provide an Equitable Salary program for the Annual Conference. Our concern should be in two directions. One, the fulfillment of our old responsibility, providing supplements that will bring ministers to a minimum salary level, and, two, to perceive more clearly our new responsibilities and our new possibilities.

Most of us have had difficulty in shifting from "Minimum Salary" to the full potential of "Equitable Salaries." Most of our programs are geared to the provision of minimum salaries. Admittedly, this is one of our responsibilities, and it will be as long as we have charges paying sub-standard salaries. But the name "Equitable Salaries" implies that we have a responsibility to all ministers and we must continue in that direction without neglecting those whose salaries must be supplemented.

Therefore, our purpose for coming together is:

1. To determine, if possible, what the General Conference intended when it changed the name from "Minimum" to "Equitable." Better still perhaps, is to decide what we think it should mean, and get that definition into the Book of Discipline through a Petition to the General Conference.
2. To seek, and if possible, find the most helpful common denominators to provide Equitable Salaries.
3. To research the problem areas related to our responsibility and to provide solutions to alleviate the problems.
4. To see, commonly, relationships and responsibilities of Equitable Salary Commissions to ministers and charges.
5. To collectively gain some understanding of the full responsibility Commissions on Equitable Salaries have for all the ministers of the Annual Conference beyond the "minimum" level.
6. To participate in informal periods wherein we may talk about our common needs, problems, policies and programs.
7. To determine areas wherein we may wish to Petition the General Conference in matters relating to the Commission on Equitable Salaries and its work.

III. WHAT MUST WE BE ABOUT?

Our task this week is to clarify our understanding of the work of the Conference Commission on Equitable Salaries and to work toward the improvement of same. How do we do this?

The first item of business will be the presentation of a working definition of Equitable Salaries. However, we will not attempt to perfect it today. We want you to hear the presentation and to think about it for a day or so, then we will deal with it in one of our plenary sessions.

Next on the agenda is participation in workshop sessions. These are just what the name implies--a place where leaders will throw out some ideas, but where each group will be expected to contribute. Hopefully, a consensus of opinion will emerge from these discussions that will result in improved programs and ease of administration for Annual Conferences. It will be helpful to understand that the leaders of these workshops are not trying to sell a personal philosophy, but are simply putting forth some thoughts that will hopefully provoke discussions and consensus. By now you have noticed a number on your name tag--that is your workshop group number. Thus, by staying with your group, you will be able to participate in all five workshops as you rotate from leader to leader as the schedule outlines.

The workshop titles are fairly self-explanatory. However, there is one that I would like to lift up and that is the one that deals with basic salary. Several Annual Conferences have expressed interest in this plan. Some have attempted to adopt it while others are studying its implications. However, it seems that this plan, as outlined in our present legislation, is not a workable plan. It seems to me that we need to do one of two things this week, and that is: one, find a workable substitute and present it to the General Conference by Petition or, two, petition the General Conference to delete basic salary from the legislation. In dealing with this plan, we need to keep in mind the fact that we do not want to do anything that would destroy initiative and defeat the whole idea of equitability.

When the workshop sessions are completed, we will begin our work in plenary sessions. Our schedule is fairly flexible at this point, and if necessary, adjustments can be made to accomplish the desired ends. If you have examined your registration materials, you have noticed two groups of concerns listed. One, those concerns that come from you as you listed them on the questionnaire, and two, those that come from the First Consultation and the Steering Committee. Many of the concerns listed are inter-related and will have been touched upon in the workshop sessions. Hopefully, we can deal only with those that haven't been previously discussed. Time will be a factor and it is possible that we will not be able to examine every concern to everyone's satisfaction. Your patience and understanding will be appreciated at this point.

I think we can all agree that the legislation as contained in the present Book of Discipline is kind of vague and leaves much to be desired. Hopefully, we can develop some recommendations that can be passed on to the General Conference through Petitions that will strengthen and clarify the responsibility of Equitable Salaries. Here again, let me emphasize the fact that we are not striving for uniformity for each Annual Conference as much as we are for a philosophy that might be commonly applied to all. The purpose of this organization is not political, but we cannot overlook the fact that if the legislation is to be improved, improvement must begin with those who must live and work with it year in and year out.

What Petitions do we plan to submit? Aside from the working definition, there are none fixed at this time. This will be at the discretion of the Consultation to decide.

However, there are some items that might be pointed to. These are:

1. The Commission on Equitable Salaries is not related to a Board or Agency of the Church beyond the Annual Conference. Is it desirable to have a board or agency we can relate to?
2. There are no funds within the general church for the promotion of meetings such as this because we are not recognized by the general Council on Ministries or the general Council on Finance and Administration. Is it desirable to be recognized?
3. The broadening of legislative responsibilities to include such things as (examples):
 - Furnished housing vs. housing allowance
 - Retirement housing including Conference-owned housing
 - Social Security legislation
 - Arnational regulation as to how and what is reported as salary. At present, the items that constitute salary vary from Conference to Conference. It seems Equitability requires a uniform reporting system that would allow Annual Conferences to make easy interpretation and comparison.
 - Factors to be considered in determining salary supplements.

The kind and number of Petitions, if any, will be determined by this body. The Steering Committee will see that they are properly dispatched.

We need to sharpen our terminology so that there is a clear distinction in the use that we make of it. For example:

1. Equitable Salary deals with the total concern for salaries.
2. Minimum salary accepts the fact that we must put a floor under the salary scale for various classifications of ministry.
3. Salary supplement. What do we mean by it? Is it that dollar amount that is used to bring a minister to the minimum level or, is it that dollar amount that is used to supplement above the normal minimum range because a minister possesses a skill needful for service in a particular situation?

4. Categories of churches. Some examples are: Mission churches, New Church Situations, Larger Parishes, Yoke Ministries.

There are other terms frequently used by Commissions too numerous to mention here that need clarification. Perhaps we can compile a glossary of terms for easier interpretation and understanding.

To find as nearly as possible the factors that can truly evolve into Equitable Salaries in the Annual Conference without threat to any minister.

To decide if all salary supplement, from what ever the source, needs to be channeled through the Commission on Equitable Salaries so as to help determine equitability.

Time does not permit a detailed discussion of all the things we must be about this week. Hopefully, these and other things will take shape as we proceed with our task.

IV. WHAT ABOUT THE FUTURE?

Before we leave on Thursday afternoon we will need to have reached a decision about the future of the National Consultation on Equitable Salaries. During the time you are here, give some thought to the future of the Consultation. Do we need to continue it? If so, what shape does it need to take? Who do we need to lead it? How are we going to finance it? When should it meet? Who should be included in it? Do we need a resource person available to us at a general staff level? Of the alternatives adopted here, which ones need to be followed up on in the future?

These and other questions need to be answered before we leave. So, let me urge you to plan to stay until all the business of the Consultation has been concluded.

In closing, let me say again how pleased we, the Steering Committee, are that you are here. We are eager to get on with the business at hand and we feel this will be a rewarding time for each of us if we share our opinions, listen to others and cooperate for the common good of all. Let's pray that it shall be so!

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AND THE TASK OF WRITING IN VARIABLES TO BASIC SALARY SUPPLEMENT

Dr. Cyril Stone

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4. Conference relationships may have some bearing on supplement, also. In some instances, increments for years of service are automatic. Feedback from this has emphasized that it may produce a willing incompetence, a laziness, a consequently, may be related to requirements for continuing education and increased evidence of competency.
5. Recognition of material status may also provide another option for supplement. Probably the most desirable arrangement here has recognized the difference in food, clothing and medical variations of single, married and married with children categories. With some care, the feeling that we might be encouraging population growth would be deleted. At this point, also, it is valuable to establish a level for family (i.e., married and children) increments in case of a couple, who are ordained and appointed to the same, or separate, charges.
6. Probably, one of the most consistent areas where supplement is needed is in parish related travel and cost of operating. The Annual Conference Equitable Salaries Commission may use any one of several formulae to provide travel aid. Where two or more churches are a part of a single charge, it is recognized a considerable cost is involved as the pastor visits his constituency, and makes hospital calls. So the mileage

factor for carrying out ministry could be one part of the formula. Another might be unusual weather conditions that require exceptional auto care. Travel allowance at a rate that actually covers operational costs would prevent unusual exploiting of salary for rendering of ministry.

7. One additional area may include such items as partial payment of Conference medical insurance premiums, or other fringe benefits when to do so maintains a more equitable salary level for the minister in service.

While these are probably items of highest profile in supplementary assistance beyond basic salary support, there are probably others, some of which may be peculiar to an Annual Conference or geographical area. Each Equitable Salaries Commission will of necessity need to study its needs, the effects of meeting these needs, and the manner of financing to provide equitable salaries.

STRUCTURAL RELATIONSHIPS OF COMMISSION ON EQUITABLE SALARIES

I. OUR UNIQUE RESPONSIBILITIES

The 1972 Discipline, para. 892, lists:

Study needs

Set guidelines and policies, including such things as workload, educational requirements, etc.

Present estimates of need to C.F.A.

Collect and disburse funds

Provide an equitable salary system to make possible to deployment of leadership

Implied are:

Working with Cabinet

Interpret functions of Commission to Annual Conference

It expands the old idea of minimum salary to include whole areas of ministerial support.

II. WORKING RELATIONSHIP TO:

A. Board of Ministry

1. Some are under Higher Education & Ministry, as is the Board of Ministry, which is under Conference Council on Ministries. Requests go through C.O.M. to C.F.A.
2. In some conferences, the Board of Ministry classifies ministers who are to receive salary support but there is no direct relationship.
3. In one conference, the Commission is under the Parish and Community Committee of the Board of Conference Life, which is under the Conference Council on Ministries but there is no direct relationship with the Board of Ministry.
4. Many have a liason relationship with the Board of Ministry.
5. The Board of Ministry should provide information to the Commission relative to the minister's relationship to the conference which may affect salary support.

B. Cabinet and Bishop

1. Many Commissions have a Cabinet representative who is ex-officio member of the Commission.
2. Many Commissions have joint meetings with Cabinet.
3. Some Commissions meet with individual District Superintendents who are requesting salary support for their clergy. Others meet with both the district superintendent and those who are to receive the aid.
4. Some Commissions help cabinets to study parishes and workloads.
5. One C.E.S. Chairman is on Interagency Commission on Charge Boundaries, which must give approval that a charge is a legitimate charge before the minister serving it can receive equitable salary funds.
6. In some conferences, individual members of the Commission go to local churches and help interpret the work of the Commission.
7. Some Commissions work with cabinets to supply emergency funds.
8. Some negotiate with cabinets on special cases.
9. The Commission should develop guidelines for the Annual Conference which the cabinet and Commission will follow.
10. The whole matter of equitable salaries is a conference responsibility and not just a concern of individual district superintendents.

II. (cont.)

C. Pastor-Parish Relations Committee

1. Some have no relationship
2. Some feel that an advisory role to the Pastor-Parish Relations Commission is appropriate.
3. Some Commissions have purchased the book, "How To Determine Salary For Your Minister", a National Council of Churches publication, and have mailed them to local PPR committees.
4. Suggested that Commission provide materials such as Lyle Schaller's Parish Paper on salaries.
5. The Commission should provide materials for the cabinet members who work with the local PPR Committee.
6. The National Consultation and/or Annual Conference Commissions might consider developing a booklet on determining salaries which is specifically for United Methodist Churches.
7. No one should remove the initiative from the local pastor to negotiate his/her own salary with the PPR Committee.

D. Board of Global Ministries

1. Some conferences have cross representation.
2. In some conferences, there is no organic relationship.
3. There is a need for cooperation in evaluating needs, using resources, and determining what constitutes a viable mission opportunity.
4. There is a need to cooperatinn defining: "mission church," "church in transition."

E. Conference Council on Ministries

1. Some Commissions are related through the Board of Higher Education and Ministry, whose chairperson is a member of the Conference Council.
2. Some are under the Conference Council.
3. Some go directly to the Annual Conference.
4. Some go through the Conference Council on Ministries to C.E.F.
5. Some feel that the Commission should be a member of the Conference Council while others feel that it definitely should not be a member.

F. Council on Finance and Administration

1. Budget requests go to CFA.
2. In some conferences, CFA makes distribution of funds.
3. CFA should be kept informed of what the Commission is doing.
4. The Commission should develop long-range planning with CFA so they will know where the Commission is going programwise.
5. Policy and funding should be approved by the Annual Conference before going to CFA.

III. RESPONSIBILITY TO AND RELATIONSHIP WITH:

A. General Church Structure

1. The 1972 Discipline, paragraph 892, requires each Conference to organize a Commission on Equitable Salaries.
2. There is, at present, no relationship of the Commission to the general church.
3. Some feel that it should remain as it is at present. Others feel that there should be some channel for information through some general church office.
4. The General Conference should define terms relative to the work of the Commission.

B. General Council on Ministries

1. The General Council on Ministries should place equitable salaries on the agenda as a part of their training of district superintendents.

III. (cont.)

C. General Conference - legislative process

1. Some feel the General Conference should spell out the criteria to be used in setting equitable salaries. Others feel that the present working of the Discipline provides the flexibility which is needed.

IV. REALIGNMENT OF PARISHES

1. The basic responsibility is with the cabinet.
2. The Commission on Equitable Salaries can recommend and develop guidelines to encourage realignment.
3. The Commission can help through annual reporting, defining of work load, and evaluation of charges receiving equitable salary funds.
4. The Commission can set up a graduated scale for charges to move towards self support.
5. Local churches want more involvement in realignment.
6. Often, there are not many options.
7. The committee which works on realignment might direct hostility away from the district superintendent.
8. 'Ground up' realignment is better than 'top down' realignment.

We recommend that the National Consultation on Equitable Salaries be continued on a regular basis.

RECOMMENDATIONS CONCERNING STRUCTURAL RELATIONSHIPS
OF THE COMMISSION ON EQUITABLE SALARIES

Recommendation 1.: That annual conferences organize a Council on Professional Ministry. The purpose of this council is to coordinate and administer all affairs related to the ministers, i.e. Board of Ministry, Pensions, Insurance, Disability, Continuing Education, and Equitable Salaries. The council may be made up of the chairmen of each of the constituent agencies.

Recommendation 2.: That the Commission on Equitable Salaries make recommendations to the Council on Ministries and the the Council on Finance Administration for the schedule of salaries of all ministerial employees of the annual conference, i.e. conference staff, District Superintendents, campus ministers, etc.

Recommendation 3.: Paragraph 892.2, line 1 be amended to include at least one cabinet representative on the Commission on Equitable Salaries.

Recommendation 4.: That the National Consultation on Equitable Salaries be continued:

Function

1. To facilitate the work of the annual conference.
2. To research concerns related to equitable salaries.
3. To share findings of annual conference commissions on Equitable Salaries.
4. To receive funds to finance these functions.

Form

1. A voluntary association with no structural relationship to General Conference.
2. A fellowship of persons responsible for Equitable Salary programs.
3. An informational network.
4. Two quadrennial meetings:
 - a. Jurisdictional level for information and orientation.
 - b. General church level for sharing and legislative concerns.

PETITION CONCERNING PARAGRAPH 892

EQUITABLE (MINISTERIAL?) SALARIES

Paragraph
892
Rewrite

1. It shall be the purpose of the Equitable (Ministerial?) Salary System to establish principles, policies, and guidelines through which financial resources are provided for the most effective appointment-making within the conference. Included in areas of an equitable salary system are any minimum and ~~extra-minimum~~ salary schedules, ~~standards of full-time charge and parish size~~, and the identification of variables related to salaries which the conference may enact.

Sentence
#1

2. Each Annual Conference shall adopt a schedule of equitable salaries for pastors and shall create a Commission on Equitable Salaries, composed of both lay and ~~clerical~~ persons in equal number, and, in addition, of such ex officio persons as the conference may direct. . .

892.2 (last
sentence
rewritten)

". . . The schedule may allow for different types of appropriate minimum or sustenance levels of income, differences among charges in living conditions, number of dependents in a pastor's family, length of service, education relevant to pastoral duty, participation in continuing education, evaluation of pastoral performance, and any other variants which the conference may direct." *appointments,*

Added
Paragraph

8. It is understood that no equitable salary plan enacted under the above provisions has any relation to any Basic Salary Plan developed according to the specifications described below (paragraph 893).

IV. PROFESSIONAL ATTITUDES AND FUNCTIONS

1. Is funding addressed to who the Minister is or what he does?
Sub Group - Agreed that the minister be considered as a professional when establishing a salary base.
The matter of work load consideration is still an unresolved question.
-G. R. Akers
2. How do we deal with mediocrity and salary supplement?
 - (a) We encourage the General Board of Ministries to develop techniques of mechanism to evaluate pastoral performances and urge the cabinet and Board of Ministries to implement the program to the point of accountability.
 - (b) The Commission of Equitable Salaries require continued education or equivalency for pastors receiving supplement salaries from Commission, this being done in collaboration with Board of Ministry.
 - (c) That there be a mandatory mid-career evaluation for each minister, by the Board of Ministry and/or Cabinet.
3. Guidelines for Husband-Wife Teams
Negative aspects or possibilities:
 - (a) Place one on supernumerary
 - (b) Both appointed to one church at $\frac{1}{2}$ price for each.
Two half-time clergy in one church now legally impossible
 - (c) Pressure on appointive system seeking to appoint two people to churches where both can serve is almost insurmountablePositive aspects or possibilities:
 - (a) Adjust system to accommodate such couples
 - (b) Remove stigma of voluntary location
 - (c) Allow two to serve for the price of one if couple wishes to do this, giving $\frac{1}{2}$ pensions to each
 - (d) Quit stretching point so many times or rewrite rules which guide those making appointments
 - (e) Request couple to work out satisfactory priorities for vocation and marriage

-Betty Clymer, reporting
4. What is our relationship to student and sabbatical appointments?
Negative response - should stay away from this as much as possible.

THE EQUITABLE SALARIES COMMISSION AND VARIABLES IN THE
BASIC SALARY SUPPLEMENT

I. Determination for equitability of the base salary.

A. Approaches

1. Only cash paid for services rendered.
2. Packaging involving cash paid plus "variables".

B. Pegs for base salary determination

1. Percentage of the average salary for an Annual Conference as determined by the Board of Pensions.
2. Cost of Living Index Guide.
3. Comparison with other similar professional salaries in the area.
4. Conference relationship, i.e., lay, probationary, student, full connection.
5. Educational categories (Master of Theology, B.D., etc.).
6. Comparison with average cash salary of the Annual Conference.
7. Support of ordained husband-wife team, minimum and maximum, depending on appointment.
8. Other family member employment or retirement income received from other occupation not to be considered.

II. Variables

1. An increment amount for years of service which makes a point in increase.
2. Payment of Social Security, recognizing complications.
3. Reimbursement of travel expense.
4. Hospital and other forms of insurance.
5. On larger parish, increased compensation for more churches served.
6. Supplement for Action Ministries from the Board of Global Ministries.
7. Family size and status (number of dependents if married).
8. Parsonage utilities.
9. Competency and efficiency (to be determined - how to measure and by whom).
10. Continuing education and career development. (Reimbursement for cost and/or increased annual compensation for completion).
11. Resident and non-resident pastor and varying adjustments.
12. Reimbursement of professional expenses.
13. Utilities (anticipated local church payment for these, but considered in Commission on Equitable Salaries total compensation packaging).
14. Geographical location (i.e., "high rise", ghetto, etc.)
15. Moving expenses with consideration as to whether parsonage is furnished or not.
16. 3% pension or savings plan or contribution.

III. Other factors

1. Local church served encouraged to increase support annually.

2. For involvement in Equitable Salaries support, minimum membership of a church may be concerned.
3. Development of a support system involving Pastor-Parish Relations Committee, a District Superintendent, Charge Conference and pastor in application for funding.
4. Development of a job description clarifying the responsibility of pastor and membership in ministry indicating expectations of each.
5. Resident or non-resident pastor (on charge).
6. Procedures for funding from the Annual Conference from a percentage of the pastor's salary in each church setting basic salaries, or requesting funds from Council on Finance and Administration.
7. The development of a philosophy for equitable salaries for function and decision.
 - a. Equitable to persons receiving salary supplements and those who do not receive it.
 - b. Giving care to maintaining the personhood of those supported by Equitable Salaries Commission.