

1335-3-8:02 Correspondence - Folder 1
1975 (2003-022) EQUITABLE SALARIES

March 29, 1975

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

Dear James:

The time which you have suggested for the telephone conference, April 8, at 10:00 A.M. CDT, is agreeable with me. I can be reached at my residence in Charlotte, telephone 704-366-9636.

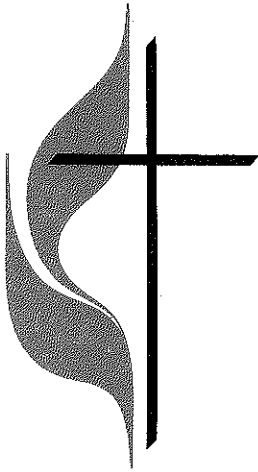
It is possible that one or more of the others will not be available at that time, and I thought some alternate dates might be helpful to you in the event you have to make a change. I can be reached at the same number on the 7th., 10th., or 11th. of that week, and any day of the following week except Tuesday and Wednesday,

Jim, with reference to the note at the bottom of the agenda, I will be happy to accept whatever responsibility you wish me to handle, and will do it to the best of my ability. I am assuming that the paper to which you refer at 2:30 P.M. on the opening is the same one I presented (hopefully, with some polishing) in Birmingham. Please be prepared to speak to this on the 8th. Also, I would like some comments on the subject material for the workshops, "Salary Guidelines for Various Sizes and Categories of Churches".

I shall be looking forward to talking with you on the 8th., and I wish to commend you on the work which you have put into the planning of the upcoming consultation in Kansas City. (Is it in Kansas or Missouri? I just realize I have never heard the full address.)

Sincerely yours,

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

March 27, 1975

To: Members of the Steering Committee
National Consultation on Equitable Salaries

Re: 1975 Consultation

Dear Friends,

Please forgive me for being so long in contacting you about our forthcoming Consultation. Excuses are really of no value, but I have been extremely busy with our own Conference program in getting supplements for 1975 certified and in attending meetings outlining our 1976 program. Then too, I had hoped we might be able to secure some funds that would enable us to come together rather than do this by mail and by telephone. So far, I still have an empty hand.

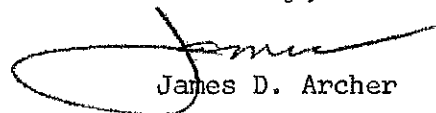
Byron White tells me the response has been good to the announcement that went out to each Annual Conference. We do have money for telephone calls, materials, etc. Byron will give us a report as to funds on April 8 when we have a conference telephone session. PLEASE RESPOND IMMEDIATELY as to your availability on Tuesday, April 8, at 10:00 A.M. CDT. Send me a note telling me the telephone number at which you can be reached on that date at 10:00 A.M. Do this immediately so if any one of you cannot be involved in the conference session, I can get a note back to you for postponement and a new date.

I am enclosing a copy of a tentative agenda for your consideration. Study it carefully and respond with your comments in writing. We will discuss it during our conference. I am going to get a letter out next week to all the Conference chairpersons requesting the number who plan to participate in our Consultation for purpose of planning.

Pat, can you check with St. Paul as to possible costs. We need this information for registration blanks which Byron must get out by the middle of the summer.

I am,

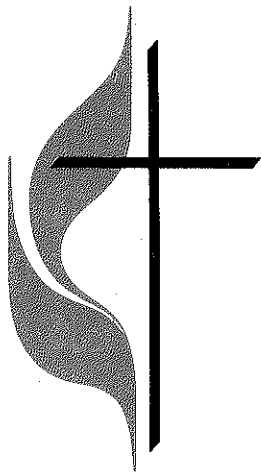
Sincerely,



James D. Archer

JDA/lh

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

April 15, 1975

To: Chairpersons,
Conference Commissions on Equitable Salaries

From: The Steering Committee
The National Consultation on Equitable Salaries

Dear Friends,

This is to remind you of the 1975 National Consultation on Equitable Salaries to be held at the Saint Paul School of Theology, Kansas City, Missouri, September 23-26. It is our sincere hope that your Commission is making plans to send a minimum of two representatives. If not, we encourage you to give serious consideration to doing so.

We, the Steering Committee, are involved in planning for the Consultation and, we need your assistance in completing these plans. Will you be kind enough to assist us by completing the enclosed form? As to the number attending, you do not have to be specific at this point. However, the approximate number and sex will help us with our planning. Please return the enclosed form to me. We are excited about the tentative program for the Consultation and feel you will be too, when you learn more about it from the registration forms to be mailed to you this summer. In the meantime, do not hesitate to write asking questions or offering suggestions.

Annual Conference time is fastly approaching and some of you who are clergy will be moving to new assignments. Moreover, some Conference Commissions will have changes in chairpersons. Will you please notify me of these changes as they occur? This will help to keep our mailing list up-to-date!

You are reminded of the fact that we have no funds with which to operate our Steering Committee. The only source of revenue we have is you, since no funds are available to us from the General Church. However, many of you have responded with contributions (approximately \$600.00) and for this, we are grateful! However, if your Conference Commission has not made a contribution, we encourage you to do so. It was suggested by the first Consultation that each Conference Commission contribute a minimum of \$20.00 to help underwrite the cost of correspondence, program planning, materials and supplies, postage, and telephone expense. This money can be sent to our treasurer, Rev. Byron White, whose address is listed on the enclosed form.

Interest in the Consultation has been exceptionally good and I look forward to seeing YOU in Kansas City! I am,

Sincerely,

James D. Archer
Chairman

JDA/lh
enclosure

NATIONAL CONSULTATION ON EQUITABLE SALARIES

CONFERENCE Western North Carolina JURISDICTION Southeastern
 CHAIRPERSON James H. Womack TERM OF OFFICE EXPIRES June, 1976

Does your Conference Commission anticipate sending representatives to the National Consultation on Equitable Salaries in September 1975? Yes No

If yes, how many will be attending? 3; Number of: Men 3 Women 0

Will your Commission furnish the National Consultation with 100 copies of your 1975 report to the Annual Conference (projected program for 1976)? Yes NO
 It is the hope of the Steering Committee that you will do this whether you plan to send representatives or not. These should be sent no later than July 15 to:

Rev. Byron L. White
 Hargrove Memorial United Methodist Church
 1812 Hargrove Road, East
 Tuscaloosa, Alabama 35401

The number of Pastoral Charges (including Conference Staff appointments and District Superintendents) for our Conference is 712. Of this number, the Commission on Equitable Salaries supplements the salary remuneration of 155 charges.

The 1975 Minimum Salary Scale for our Conference is as follows:

	Base Salary	Additional Increments	See Reverse
Full Conference Members	<u>7300</u>	<u>7800-8300</u>	" " " " ①
Full Time Probationary		<u>7300-8300</u>	" " " " ①
Associate Members		<u>6900-7900</u>	" " " " ①
Full Time Lay Pastors		<u>6700-7700</u>	" " " " ①
Seminary Students (Including Probationary)		<u>5000-6000</u>	" " " " ①
Undergraduate Students		<u>5000</u>	" " " " ①
Other (Ordinarily)			" " " " ①

List the kinds and amounts of increments on the back of this sheet.

The maximum amount of our salary supplement to any one charge is No Limit to Scale

List on the back of this sheet additional supplements for special situations such as New Church Situations, Larger Parish Ministries, Inner City Missions, etc.

See Reverse (3)

List below the most pressing concern of your Annual Conference Commission on Equitable Salaries (use back of sheet if necessary).

Large Number of small charges that have little hope of growing strong enough for self-support.

Including the following, Base Salary, Travel Expense, Utility Allowance and Health Insurance, list below, if available, the highest and the lowest salary remuneration for the following classifications in your Conference (DO NOT include supplements):

	Base Salary Only		Number	See Reverse
Full Conference Members:	Highest <u>23,750</u>	Lowest <u>8300</u>	<u>699</u>	" " " " ②
Full Time Probationary:	"	" <u>7300</u>	<u>42</u>	" " " " ②
Associate Members:	"	" <u>6900</u>	<u>60</u>	" " " " ②
Full Time Lay Pastors:	"	" <u>6700</u>	<u>48</u>	" " " " ②
Seminary Students:	" <u>6000</u>	" <u>5000</u>	<u>7825</u>	" " " " ②
Undergraduate Students:	"	"	<u>26</u>	" " " " ②

List below the steps your Conference Commission is now taking to make all salary remuneration more equitable (use back of sheet if necessary).

We are writing to all Chairmen of Pastor Parish Commissions, comments in Report To Annual Conference, and remarks on floor of Annual Conference

Other Comments or suggestions you wish to make:

Mail no later than May 15 to:

Rev. James D. Arundel
 Flat Hill United Methodist Church
 Dadeville Highway at Scott Road
 Alexander City, Alabama 35011

- ① Increments of \$250 per child up to 4.
Parish related travel of 12¢/mile for all.
\$100 increments for 10 years
we are working toward one amount for each classification.
- ② Only Base Salary is shown. Some charges (few) furnish an Auto for all travel for Minister, personal as well as parish-related. Some furnish utilities; all pay hospitalization for minister, - some for full family. Supplements paid are all over the lot, - no uniformity.
- ③ New Church situations may go above scale for negotiated amounts, with five year limitation, and 20% reduction each year.

Tourist ~~Class~~ - Round Trip
Char. to K.C. ~~#169.47~~
#169.47

April 16, 1975

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

Dear James:

In your memo "THINGS TO DO AND THINK ABOUT", you asked me to write to the chairmen of the other commissions in the Southeastern Jurisdiction. I know that you have already sent each of them a copy of "AN INVITATION TO ATTEND", but if you have enough copies to repeat, please mail 16 copies directly to me so that I may enclose one of them with my letter. (It is real easy to misplace unless one acts immediately.)

These should be mailed to my home address:

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

I have marked the date, Thursday, May 22, on my calendar, and I will be at my home telephone 704-366-9636, on that date. Looking forward to talking with you then, I am,

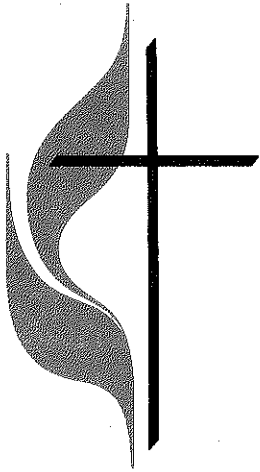
Sincerely,

James H. Womack

Spent 3/31/75 \$11.50

April 15, 1975

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

To: Chairpersons,
Conference Commissions on Equitable Salaries

From: The Steering Committee
The National Consultation on Equitable Salaries

Dear Friends,

This is to remind you of the 1975 National Consultation on Equitable Salaries to be held at the Saint Paul School of Theology, Kansas City, Missouri, September 23-26. It is our sincere hope that your Commission is making plans to send a minimum of two representatives. If not, we encourage you to give serious consideration to doing so.


We, the Steering Committee, are involved in planning for the Consultation and, we need your assistance in completing these plans. Will you be kind enough to assist us by completing the enclosed form? As to the number attending, you do not have to be specific at this point. However, the approximate number and sex will help us with our planning. Please return the enclosed form to me. We are excited about the tentative program for the Consultation and feel you will be too, when you learn more about it from the registration forms to be mailed to you this summer. In the meantime, do not hesitate to write asking questions or offering suggestions.

Annual Conference time is fastly approaching and some of you who are clergy will be moving to new assignments. Moreover, some Conference Commissions will have changes in chairpersons. Will you please notify me of these changes as they occur? This will help to keep our mailing list up-to-date!

You are reminded of the fact that we have no funds with which to operate our Steering Committee. The only source of revenue we have is you, since no funds are available to us from the General Church. However, many of you have responded with contributions (approximately \$600.00) and for this, we are grateful! However, if your Conference Commission has not made a contribution, we encourage you to do so. It was suggested by the first Consultation that each Conference Commission contribute a minimum of \$20.00 to help underwrite the cost of correspondence, program planning, materials and supplies, postage, and telephone expense. This money can be sent to our treasurer, Rev. Byron White, whose address is listed on the enclosed form.

Interest in the Consultation has been exceptionally good and I look forward to seeing YOU in Kansas City! I am,

Sincerely,


James D. Archer
Chairman

JDA/lh
enclosure

Registration Information National Consultation on Equitable Salaries

WHEN:

- September 23 - 25, 1975

WHERE:

- The Don Holter Center for Renewal
Saint Paul School of Theology
Kansas City, Missouri

FOR:

- Officers, Conference Commissions on Equitable Salaries
- Other concerned members of Conference Commissions on Equitable Salaries
- Conference staff related to the Commission on Equitable Salaries
- Interested persons from other Boards and Agencies of the Church.

AGENDA:

- The Steering Committee has structured the agenda so as to best serve the needs of those attending
- The agenda will include participation in five workshops dealing with the following areas of concern:
 - Relationships of Equitable Salary to Career Development
 - Salary Guidelines for Charges Whose Salary is Supplemented by the Commission on Equitable Salaries
 - Relationship of Salary Supplements to Mission Charges
 - Salary Guidelines for Churches Whose Salary is not Supplemented by the Commission on Equitable Salaries
 - The Basic Salary Plan
- Plenary Sessions
- Informal Sharing Sessions

(cut on dotted line)

Please register me for the Consultation on Equitable Salaries to be held at the Saint Paul School of Theology, Kansas City, Missouri, September 23-25, 1975. Please type or print.

Name _____ Conference _____

Jurisdiction _____ Position _____

Full Address _____ Telephone _____

I prefer accommodations at the Saint Paul School of Theology
My room-mate preference is _____

I prefer to make my own lodging reservations in a motel
RETURN THIS FORM TO:

Rev. Byron L. White
P. O. Box 97
Berry, Alabama 36546

REGISTRATION FEE:

- Since there are no funds available from the General Church for such a venture as this, a registration fee of \$20.00 will be charged each Annual Conference or Agency attending the Consultation. This fee can be paid upon arrival at the Consultation. The purpose of this fee is to cover the administrative costs of the Consultation.

ACCOMODATIONS:

- St. Paul facilities (two to a room for the Consultation) \$15.00 each.
- Motels (per day):
 - Quality Inn - Stadium;
Telephone (816) 861-6660
Rates: \$13.50 single, \$16.50 double, \$24.50 quad
 - Ramada Inn - Stadium
Telephone (816) 861-5600
Rates: \$12.00-\$14.00 single, \$15.50 double, \$24.00 quad
 - Plaza Inn at 45th and Main
Telephone (816) 753-7400
Rate: No information given
- Meals:
 - The Dining Hall of St. Paul will be open for any or all meals at the following approximate rates:
 - Breakfast \$1.50
 - Lunch 2.00
 - Dinner 2.50
 - Other near-by restaurants
- NOTE: Consultation participants planning to bring their spouses should plan to stay in a motel as St. Paul does not have adequate facilities for this kind of arrangement.

PURPOSE:

- To clarify and detail the purposes and responsibilities of the Commission on Equitable Salaries in the Annual Conference.

- To pursue, in depth, the various areas of concern and responsibility and, to attempt to find where we may establish some common bases for all Annual Conferences in terms of Salary, travel allowances, utilities, housing and fringe benefits for which the Commission on Equitable Salaries has responsibility.
- To collectively gain some understanding of the full responsibility of the Annual Conference, beyond the "minimum" levels.
- To provide time for informal periods wherein we may talk about our common needs, problems, policies and programs and share our written reports as established by the various Annual Conferences.
- To determine areas wherein we may wish to petition the General Conference in matters concerning Equitable Salaries.
- To strengthen and support each other as we grapple with items that are alike and different in responding to the needs in the Annual Conferences.

THE STEERING COMMITTEE:

- James D. Archer, Chairman
- Matthew Gates, Northeastern Jurisdiction
- Patrick Flaherty, North Central Jurisdiction
- James H. Womack, Southeastern Jurisdiction
- Cyril Stone, South Central Jurisdiction
- Harold C. Knudsen, Western Jurisdiction
- Byron L. White, Secretary-Treasurer

IMPORTANT INFORMATION:

- All registrations must be in the hands of the Secretary on or before September 3, 1975.
- The Consultation will begin with registration at 10:30 a.m. on Tuesday, September 23 and conclude at 3:00 p.m. on

Thursday, September 25.

- Conference Chairpersons should send a minimum of 125 copies of their 1975 Annual Conference program to the Secretary, Rev. Byron L. White no later than August 15, if they have not already done so.
- Registrants are responsible for lodging, meals and transportation.
- All necessary fees can be paid on arrival at the Consultation. However, all checks should be made payable to: THE NATIONAL CONSULTATION ON EQUITABLE SALARIES.
- Additional information can be secured from the chairman:
Rev. James D. Archer
109 Memorial Drive, N.W.
Decatur, Alabama 35601
- Additional registration blanks, if needed, can be secured by writing the secretary, Byron L. White.

NATIONAL CONSULTATION ON EQUITABLE SALARIES

CONFERENCE _____ JURISDICTION _____

CHAIRPERSON _____ TERM OF OFFICE EXPIRES _____

Does your Conference Commission anticipate sending representatives to the National Consultation on Equitable Salaries in September 1975? Yes No

If yes, how many will be attending? _____; Number of: Men _____ Women _____

Will your Commission furnish the National Consultation with 100 copies of your 1975 report to the Annual Conference (projected program for 1976)? Yes NO
It is the hope of the Steering Committee that you will do this whether you plan to send representatives or not. These should be sent no later than July 15 to:

Rev. Byron L. White
Hargrove Memorial United Methodist Church
1812 Hargrove Road, East
Tuscaloosa, Alabama 35401

The number of Pastoral Charges (including Conference Staff appointments and District Superintendents) for our Conference is _____. Of this number, the Commission on Equitable Salaries supplements the salary remuneration of _____ charges.

The 1975 Minimum Salary Scale for our Conference is as follows:

	_____	_____	_____	_____
Full Conference Members	_____	Additional	_____	_____
Full Time Probationary	_____	"	"	_____
Associate Members	_____	"	"	_____
Full Time Lay Pastors	_____	"	"	_____
Seminary Students (including Probationary)	_____	"	"	_____
Undergraduate Students.	_____	"	"	_____
Other (identify).	_____	"	"	_____

List the kinds and amounts of increments on the back of this sheet.

The maximum amount of our salary supplement to any one charge is _____.

List on the back of this sheet additional supplements for special situations such as New Church Situations, Larger Parish Ministries, Inner City Missions, etc.

List below the most pressing concern of your Annual Conference Commission on Equitable Salaries (use back of sheet if necessary).

Including the following, Base Salary, Travel Expense, Utility Allowance and Health Insurance, list below, if available, the highest and the lowest salary remuneration for the following classifications in your Conference (DO NOT include supplements):

	Highest	_____	Lowest	_____	Number	_____
Full Conference Members:	"	_____	"	_____	"	_____
Full Time Probationary:	"	_____	"	_____	"	_____
Associate Members:	"	_____	"	_____	"	_____
Full Time Lay Pastors:	"	_____	"	_____	"	_____
Seminary Students:	"	_____	"	_____	"	_____
Undergraduate Students:	"	_____	"	_____	"	_____

List below the steps your Conference Commission is now taking to make all salary remuneration more equitable (use back of sheet if necessary).

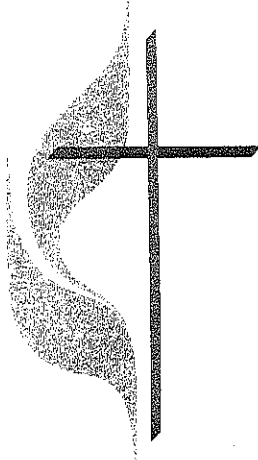
Other Comments or suggestions you wish to make:

Mail no later than May 15 to:

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

April 16, 1975

First Church
United
Methodist
Church



JAMES D. ARCHER
MINISTER

DADEVILLE HIGHWAY
AT SCOTT ROAD
ALEXANDER CITY,
ALABAMA 35010

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

The Bishops,
The United Methodist Church

Dear Sirs:

The National Consultation on Equitable Salaries will meet at the St. Paul School of Theology, Kansas City, Missouri, September 23-26, 1975. The Steering Committee has been corresponding with the chairpersons of the Commissions on Equitable Salaries in your Area. Registration forms will be sent them this summer. It is our hope that each Annual Conference Commission will be represented at this Consultation.

The Consultation was formed in February 1974 when representatives of twenty-one Annual Conference Commissions from across the Church met in Birmingham, Alabama. The consensus of this Consultation was: a. A definite need exists for representatives of Conference Commissions to come together from time to time; b. Working collectively, we might gain a better understanding of our work; c. Together we may be able to clarify the purposes and responsibilities of the Commission; d. Provide informal times for the discussion of common needs, problems, policies and program; e. Establish common bases for all Annual Conferences in terms of salary, travel and utility allowances, housing and fringe benefits; and f. To strengthen and support one another as we grapple with items that are alike and different in responding to the needs of the Annual Conference.

Any support and encouragement you can give to the Commissions of your Area in getting them to attend this Consultation will be greatly appreciated. Moreover, we are open to suggestions from you and your Cabinets as to the role the Commission on Equitable Salaries should play in the life of the Annual Conference. Please address these suggestions to me.

Thanking you for your support and interest, I am,

Sincerely,

A handwritten signature in cursive script, appearing to read "James D. Archer".

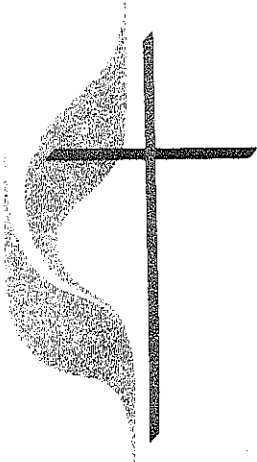
James D. Archer, chairman
The Steering Committee,
The National Consultation on Equitable
Salaries

JDA/lh

CHAIRMAN- James D. Archer + NORTH CENTRAL- Patrick Flaherty +
NORTHEASTERN- Matthew Gates + SOUTH CENTRAL- Cyril Stone +
SOUTHEASTERN- James H. Womack + WESTERN- Harold C. Knudsen +
SECRETARY-TREASURER- Byron L. White

April 16, 1975

United
Methodist
Church



JAMES D. ARCHER
MINISTER

DADEVILLE HIGHWAY
AT SCOTT ROAD
ALEXANDER CITY,
ALABAMA 35010

CHURCH: (205) 234-5047
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The United Methodist Church

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Thanking you for your support and interest, I am,

Sincerely,

A handwritten signature in cursive script that reads "James D. Archer".

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

JDA/lh

CHAIRMAN- James D. Archer + NORTH CENTRAL- Patrick Flaherty +
NORTHEASTERN- Matthew Gates + SOUTH CENTRAL- Cyril Stone +
SOUTHEASTERN- James H. Womack + WESTERN- Harold C. Knudsen +
SECRETARY-TREASURER- Byron L. White

April 19, 1975

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

Dear James:

You asked for a biographical sketch:

James H. Womack, Layman, Charlotte, North Carolina;
University of North Carolina, Chapel Hill; retired
after 32 years work with Exxon Company, USA, in
Charlotte, New York City, and Houston, Texas.

Lifetime Methodist, active in Local Church affairs,
and now also serving at District and Conference level.

Currently serving Myers Park Church as Chairman of
Commission On Evangelism. Serving Western North Caro-
lina Conference as member-at-large of Executive Comm-
ittee of Council On Ministries, and as Chairman of
Commission On Equitable Salaries. Member of Executive
Committee of District Council On Ministries, and of
District Mission Society. Member of Steering Committee,
National Consultation On Equitable Salaries.

Yours truly,



April 30, 1975

Dear James:

The title above seems to me to have captured the whole reason for our get together, and the promise of really doing something about the problems that face those who have responsibilities for the salaries of an often overlooked group of our Ministers.

It has never been my idea that we should attempt to set up a formal organization that will become more interested in perpetuating itself in ceaseless studies (as some groups seem to do), but instead to keep it very informal and hold meetings only when there is real hope of accomplishing something worthwhile. I really believe this can be done if we try.

One of the first questions that we need to agree upon is an understanding of what the Discipline really 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 Discipline through a Petition to the General Conference. After that each Conference Commission would at least have a fairly common base on which to operate. To strive for exact uniformity in all Conferences on such matters as minimum scale would not be very smart - there are too many local conditions that differ widely. But, we could still probably come up with a philosophy that could be applicable to all.

Basic Salary Plan - We should either find one that is workable, and is understood by all, or through petition we should remove the paragraph from the Discipline. All discussion that I have seen^{and heard} so far seems to lean in the direction of an extension of our present minimum plan to cover all appointments, or a "uniform" plan where all appointees would receive the same salary, with collections and disbursements through Conference F&A Council. I am strongly opposed to both of these ideas as I think they tend to destroy initiative and defeat the whole idea of equitability.

Work Shops - It should be clearly defined in your opening remarks that the work shops are what the name implies - a place where the leaders will throw out some ideas, but where each group will be expected to contribute. After the five workshops have been held, we will then agree in plenary session on which ideas to adopt, and the future actions we wish to pursue. (Newsprint and MagicMarkers should be provided for each workshop session). It should be emphasized that the leaders are not trying to sell a personal philosophy, but are putting forth some thoughts that will hopefully provoke discussion and consensus.

Jim Womack

Obviously, we should further develop our obligations to the Ministers who are above minimum scale, my own particular area of responsibility. JFW

4/17/75

To Matthew Gates

Topic- " Relationships of Equitable Salary to Career Development"

Dear Matthew:

You may wish to consider the following items when you are preparing your material on the above subject:

1. Equitable support for the "Student Pastor" while in college and Seminary. This would be only for those who need to take this route as a way of financing their education.
2. An equitable salary for beginners. Many of our Ministers come out of school heavily in debt, and we need to make certain that salary scales are not so low that they cause discouragement, and trauma that will adversely affect performance. I have heard of cases where people actually withdrew from the Ministry because of a feeling of hopelessness over large debts and low salary.
3. Try to develop a plan where income would be available for those who "qualify" for sabbatical leave for advanced study, and a plan for bringing them back on stream at the conclusion of such leave.



April 27, 1975

Dear Pat:

In keeping with the request by James Archer, I am giving you some comments on the above subject.

To be truthful, my present attitude on the "Basic Salary Plan" is one of negativism. First of all, I can't say that I know what a Basic Salary Plan is, and, not understanding, my ignorant suspicions are aroused.

I have attempted to interpret what the writer meant by what he said in Paragraph 893 of the Discipline, and have about concluded that it is simply an extension of the "Minimum Salary Scale" to where it will include all Ministers in the Conference, with all salary funds for all Ministers to be collected and disbursed by the Conference Council On Finance and Administration, with variables as they may be set by each Annual Conference.

If this is what is meant, then I view it as probably the second worst plan that could be devised, second only to the "Uniform" plan now in use in British Methodism, which has greatly contributed to its decline.

At one time I half-way thought that a uniform plan would be the most equitable plan that could be devised for Ministers- each to his own best suited slot without having to consider economics; something that would promote a climate of egalitarianism and eliminate all "selfish competitiveness", and would give the Bishop and his Cabinet complete freedom in making appointments. I confess that I was somewhat naive in this as I failed to comprehend the humanism of Ministers. I still believe that the "calling by God" is the chief motivation for those enlisting professionally in His service, but other factors, including salary, have their influence and need to be recognized.

I have discussed this matter with many of the leaders of our Conference, and I am convinced that our present system of placing on the Charge the primary responsibility for salary is the proper one for our Church. The writer of Paragraph 893 should be challenged to present a workable plan, or, failing to do so, should be asked to delete it.

Sincerely,

Jim Womack

April 27, 1975

Dear Cyril:

In a memo to me James Archer, noting the similarities of our Workshop subjects, suggested that I deal with guidelines for Churches that are not requiring supplements from the Conference, and that he would ask you to deal only with situations where such supplementing is required. Assuming that this would be agreeable with you, the following suggestions are made with that thought in mind.

1. If we could guarantee a truly equitable salary scale for all Charges I would be opposed to any cost-of-living variables, letting each Minister be responsible for his own planning. Recognizing that this is not the case, we use variables in an effort to somewhat equalize.
2. My Conference now has a \$ 1000 per year variation for service, with a \$ 100 increment for each year up to ten. This has caused some confusion, and does not seem fair to me. I believe that it costs a man with one year's service as much to live as one with ten years, and I am working to eliminate this factor.
3. Increments for dependent children. This seems valid to me in a minimum salary situation, and I would like to see it retained.
4. Travel reimbursement for Parish-related travel. Salary "allowances" should not be made for this, as it is a valid operating expense for the Charge, and should be treated as such. Travel allowance should be at a rate that actually covers cost of operation, and not just reimbursement for gasoline.
5. Some people have tried to make allowances for variable cost-of-living factors in urban vs. rural, but I believe that offsetting cost factors pretty well make this impossible with the narrow confines of a single Annual Conference.

Cyril, I doubt if I have given you any new thoughts on the matter, but these are some of the items with which we are now struggling.

My best regards,

To: James Archer

You asked me to respond to your suggestion, and I am doing so by sending you a copy of my sheet to Cyril. Please note opening paragraph. Let me know if you find that any further realignment is necessary. I think you made a good suggestion.

Jim Womack

April 27, 1975

Dear Harold:

This subject that has been assigned to you is one of the biggest problems that we have in this Conference. We have numerous small Charges that are too isolated to be grouped with other Charges, and that have almost no hope of ever growing into a self-supporting Charge in full ministry.

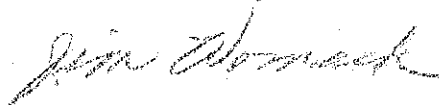
In some of these locations we have used Retired Supply, and part-time Lay Pastors, but in many cases we are using full Conference Members. This has caused a drain on our Conference financially, and, unless we change our philosophy, I see little hope for change.

One approach which some Conferences has used is to classify them as missional in nature, and continue to operate them with full time Conference members. Others have tried to give them reduced ministry on a part-time basis, etc., etc.

One approach which I would like to hear debated would be to change our seeming reluctance to encourage "tent-makers" in these locations, but instead to go on an all-out program of providing the "tent-maker" pastor who would go into the community, earn all, or least most, of his living from his trade, and provide service as best he could. This may seem like a step backwards to those who have been pushing for all seminary trained Ministers, but I do not agree that it would be so. Our Methodist Church, and I believe the Evangelical Brethern, also, was built on the Lay Pastor concept, and I think we should continue to use it where it appears to be the only logical method from a financial standpoint. This is not to suggest any less concern for small Charges, but is rather an approach trying to keep them in operation forever. I feel a deep sense of obligations to these Charges, but practical economics is forcing the realization that change is necessary.

Her's hoping that we can come up with a good solution to our problem at the Consultation.

Best wishes,



April 26, 1975

The Reverend James D. Archer
Flint Hill United Methodist Church
Alexander City, Alabama 35010

Dear James:

Thank you for the folders on " Invitation To Attend, etc.", which were enclosed with your letter of the 19th. In today's mail I received from Byron the report on the amounts paid by each Conference in S.E. Jurisdiction. Within the next few days I will get out a letter to each Commission Chairman in S&J with an urgent invitation to attend; will also stress finances in a nice way.

In your letter of the 19th. you asked me to get information on memorials, and procedures for submitting, etc. There is no Committee On Memoirs at the General Conference level. As a matter of fact, they are no longer called Memorials- they are now Petitions, and procedure is as follows:

1. Address Petition to General Conference, UNC. on plain paper-only one subject to a paper.
2. Mail in triplicate to: Reverend Newell Knudsen, Box 4866, Eureka, California 95501. He will forward it to Reference Committee.
3. If Petition is new to Discipline, simply request that it be considered for approval, and inclusion in Discipline.

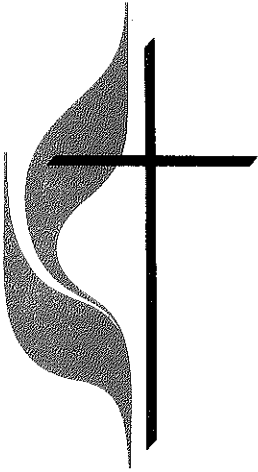
If a change in Discipline is being petitioned, you will request change in Paragraph number so-and-so, quote paragraph in full as now written, list changes that you wish made, and then quote new Paragraph as you wish it to appear in new Discipline.

By copy of this letter I will acknowledge receipt of above data from Byron. Thank you, Byron, for the material, and for your comments.

Sincerely,

CC; The Reverend Byron White.

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

Howell
Rev. Knudsen
Box 4866
Eureka, Cal. 95501
No Committee, handled
by conf. Sec. with sub
to reference.

*Your Petitions indicated
sent Duplicate*

April 19, 1975

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

*allow to How. Confer
subject to a page*

Dear Jim,

It was good to hear from you today and I am enclosing the requested materials. If you need additional copies, you will have to Xerox them.

Here it is Saturday, and I am in the office working on our materials and answering letters of inquiry. I believe things are looking good. I am glad that you are responding to my request to write the chairpersons of the C.E.S. However, let me point out the fact that North Georgia does not have a C.E.S. This was confirmed to me this week by Bishop Cannon. Mr. Lloyd Meacham is chairman of the Commission on Minimum Salaries which is a sub-section of the Town and Country Commission. Zachary Farr, Park Street United Methodist Church, 793 Park St., S.W., Atlanta, Ga 30310, is chairman of the Town and Country. However, I think we should treat their C.M.S. as a C.E.S. I am going to write Zac about this next week. Also, John W. Bischoff is Superintendent of the Red Bird Missionary Conference. He wishes all correspondence addressed to him. I know it sounds trite, but bear down on the money situation.

Thank you for your recent suggestion in terms of terminology. I think this will be most helpful. When one works as we are working, it is so easy to let the use of words slip by undetected. Therefore, suggestions and corrections are always in order.

I am asking various committee members to check on certain things. Would you be kind enough to find out the following: the chairperson of the Committee on Memoirs for the General Conference, the form prescribed for Memorials, and where they are to be sent? I will appreciate your looking into this.

Best wishes.

Sincerely,

James D. Archer
James D. Archer

April 27, 1975

The Reverend Joel T. Key
St. Paul United Methodist Church
223 Hillside Street
Asheville, N.C. 28801

Dear Joel:

At our meeting in ~~Salisbury~~ ^{Asheville} you asked about the dates for the National Consultation On Equitable Salaries. At that time I could not give you an exact date, but it has now been set for September 23-25 in Kansas City, Missouri. The meeting will start at 1:30 P.M. in the General Assembly Room of Saint Paul School Of Theology. I will give you more of the details as they are completed.

I have Dr. Julian Lindsey lined up to go with us as of now, and I think this will give us good representation. Please put this on your calendar now so that you won't run into conflicts later.

Accommodations will be available for rooms and meals at the school, and all sessions will be right there.

Will give you more details when I see you at the Lake at Annual Conference.

Sincerely,

JAMES H. WOMACK
2143 FERNCLIFF ROAD
CHARLOTTE, N. C. 28211

May 2, 1975

To: Chairmen, Southeastern Jurisdiction
Conference Commissions On Equitable Salaries

Dear Friends:

You have recently received a letter from the Reverend James D. Archer, Chairman of the Steering Committee which is making plans for the National Consultation On Equitable Salaries to be held in Kansas City in September. Earlier in the year you were sent "An Invitation To Attend". These two papers gave you all of the pertinent details of the Consultation, but in the event you may have misplaced your copy of the "invitation" I am enclosing another for your convenience. As the Steering Committee representative for the Southeastern Jurisdiction I would like to add my own word of appeal for your attendance there.

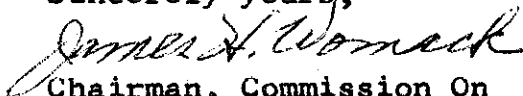
I, along with the Secretary of my commission, attended the first Consultation in Birmingham, and we will both be going to Kansas City. We will be accompanied by the Director of the Conference Council On Ministries, our Conference Staff representative, so you can see that we are sold on the possibilities for good that will come from this meeting.

The Consultation will open with a couple of short talks to sort of introduce and explain the purpose of the meeting, but most of the time will be spent in workshops that will give each one an opportunity to share problems and knowledge with others who are struggling with problems similar to yours.

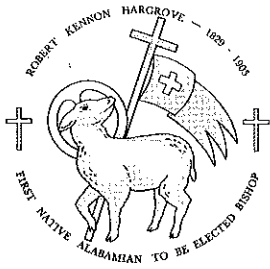
The method of funding for the planning by the Steering Committee is shown on the back page of the enclosure. You can see that we are operating on a very lean budget, but we purposely set it low so that we would not exclude anyone from participating in the program. If you have not already done so, please send a notice of your intention to attend. Also, if you have not already done, and you wish to "make his day", send a check to the Reverend Byron L. White.

Hoping to see you in person in Kansas City, I am,

Sincerely yours,



Chairman, Commission On
Equitable Salaries
Western North Carolina Conference



Hargrove Memorial United Methodist Church

1812 HARGROVE ROAD, EAST TUSCALOOSA, ALABAMA 35401

BYRON LEE WHITE
MINISTER

PHONE
553 - 7271

April 24, 1975

Dear James,

Enclosed is the information that Doug Archer requested that I send to you. I hope it will be helpful in gaining additional support from the Commissions in your Jurisdictions.

I know that with the splendid leadership that you are giving to our National Consultations that we cannot help but be successful. Be assured that I will be thinking of you during your Annual Conference Session. Blessings be upon you.

Sincerely Yours,

Byron Lee White

BLW/ds
Enclosure

Answered by copy of letter to J.D. Archer 4/27/75

SOUTHEASTERN JURISDICTION

Conference	Amount
Western North Carolina	\$40.00
Virginia	20.00
North Alabama	40.00
South Georgia	40.00
Tennessee	40.00
Florida	20.00
Mississippi	30.00
Kentucky	20.00

CHAIRPERSONS

COMMISSIONS ON EQUITABLE SALARIES

SOUTHEASTERN JURISDICTION

ALABAMA - WEST FLORIDA:

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

NORTH MISSISSIPPI:

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

FLORIDA:

Rev. Paul L. Hartsfield
P.O. Box 3092
Tampa, Florida 33601

RED BIRD MISSIONARY:

Rev. John W. Bischoff
Beverly, Kentucky 40913

HOLSTON:

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

SOUTH CAROLINA:

Dr. John W. Curry
101 Boulevard, N.E.
Orangeburg, South Carolina 29115

KENTUCKY:

Rev. Glenn L. Courts
200 Natchez Trace / P.O. Box 87
Nicholasville, Kentucky 40356

SOUTH GEORGIA:

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

LOUISVILLE:

Rev. Donald Troutman
4628 South Sixth Street
Louisville, Kentucky 40214

TENNESSEE:

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

MEMPHIS:

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

VIRGINIA:

Mr. Earnest C. Betts, Jr.
Route # 2, Box 32-A
Bluemont, Virginia 22012

MISSISSIPPI:

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

WESTERN NORTH CAROLINA:

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

NORTH ALABAMA:

Rev. James D. Archer
Dadeville Highway at Scott Road
Alexander City, AL 35010

COUNCIL ON MINISTRIES:

Dr. Robert Lundy
159 Forrest Avenue
Atlanta, Georgia 30303

NORTH CAROLINA:

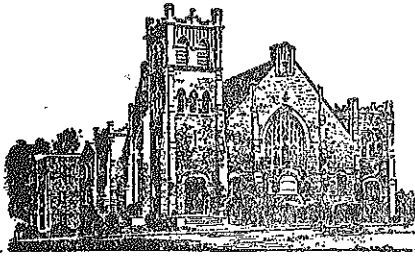
Rev. Walter N. McDonald
305 Sunset Avenue / P.O. Box 906
Louisberg, North Carolina 27549

NORTH GEORGIA:

*Mr. Lloyd Meacham
2904 Cocklebur Trail
Decatur, Georgia 30310

*Mail about Consultation to:
Rev. J. Zachary Furr
793 Park Street S.W.
Atlanta, Georgia 30310*

* Minimum Salary Commission. To my knowledge North Georgia does not have a C.E.S.



Park Street United Methodist Church

793 PARK STREET, S. W.

ATLANTA, GEORGIA 30310

May 8, 1975

MINISTERS

J. ZACHARY FARR

LOUIE S. BAUGH

Dear James:

Please send all correspondence
concerning the National Consultation on
Equitable Salaries to:

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

Thank,

Zach

OK
Noted on mailing
sheet

May 1975 (?)

TOPIC- Ideas for Discussion in General Sessions.

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

PURPOSE- Hopefully, these ideas will stimulate discussion to the point that we can make decisions concerning ideas which can be incorporated into Memorials for presentation to the General Conference.

INSTRUCTION- On a separate sheet of paper, using the number I have assigned to the statement, give full expression to your understanding or concept of the statement. I shall take your statements and incorporate them into one. In discussing these ideas with the Consultation, we need to be in common agreement on the presentation and ready if need be, to speak to these ideas.

I. IDEAS WHICH COME FROM THE TENTATIVE PROGRAM:

1. Is salary supplement designed primarily for the support of ministers or charges?
2. Alternatives for strengthening ministries for charges:
 - Parish Ministries
 - Satellite Appointments
 - Part-time minister and part-time associate appointments (the minister is serving in both appointments at the same time)
 - Other (identify)
3. Disposition of charges/churches that can never be self-supporting.
4. Define the term "Full-time Minister" including workload of same.
5. Across the board salary supplement support vs. graduated salary supplement based on years of service.
6. Classifications of ministers who should be covered under salary supplements.
7. A standardized plan for nation-wide salary remuneration reporting.
8. Purposes and Responsibilities of the Conference Commission on Equitable Salaries.
9. Do Conference Commissions need someone at a general staff level to work with the various Commissions on Equitable Salaries? If so, comment on the need for the following:
 - Coordinator of conference programs
 - Counselor to Conference Commissions
 - Serve as a source of information and as a depository for existing Conference Programs
 - Plan and conduct workshops for: (a) Conference Commissions (b) Pastor-Parish Committees
 - Research information needed for operation of program
 - Other (explain)

II. IDEAS WHICH COME FROM SUGGESTIONS MADE BY THE STEERING COMMITTEE AND FROM THE FIRST CONSULTATION.

1. Bonus programs.
2. Disqualifying incomes which prohibit the receiving of salary supplements.

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3. Need for coordination with-
 - Cabinet in setting new charge lines where salary supplements are required
 - Board of Ministry in determining classification eligibility
 - Other Boards and Agencies (Committee on Missions, National Division, District Church Extension, etc.) which supplement salary remuneration
 - Other (identify)
 4. Housing-
 - Equitable percentage in arriving at total salary remuneration
 - Parsonage furnished by charge vs. housing allowance
 - Parsonage standards
 - Provisions for retirement housing
 5. Approval of applicants for salary supplements-
 - Who?
 - How?
 6. What authority does the Commission on Equitable Salaries have in dealing with the ineffective minister who remains on salary supplements for years because of ineffectiveness?
 7. How should the Commission on Equitable Salaries deal with husband-wife teams who qualify for salary supplement grants?
 8. What income sources should disqualify the minister for consideration by the Commission on Equitable Salaries in making salary supplement grants?
 9. Should the Commission on Equitable Salaries supplement the salary of a man who is receiving a pension earned from service in a special appointment?
 10. Is there a need for uniform guidelines in setting salary supplements for use in all Conferences?
 11. Define what constitutes an equitable salary for
 - a local church
 - an Annual Conference
 12. Does the Commission on Equitable Salaries have a responsibility to supplement the salaries of students? If so,
 - Undergraduate students?
 - Theology school students?
 - Post-theology school students?
 13. Should the Commission on Equitable Salaries act as a recommendation committee for setting the salary remuneration of the following:
 - Conference Staff?
 - District Superintendents?
 - Other Conference employed personnel?

14. How do the following related to equitable salaries:

- Social Security?
- Total insurance?
- Continuing Education?

15. What requirements should be placed on the local church whose minister is receiving a salary supplement from the Commission on Equitable Salaries?

16. What responsibility does the Commission on Equitable Salaries have to the minister whose salary is not supplemented by the Commission?

III. OTHER TOPICS YOU FEEL MERITS ATTENTION (please list):

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May 1975

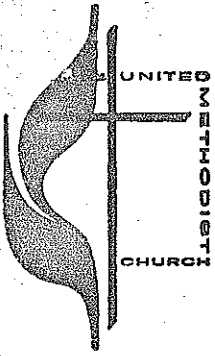
THINGS TO DO AND THINK ABOUT:

1. Mark the date, Thursday, May 22, 10:00 a.m. CDT, on your calendar as the date of our next Conference Telephone Call.
2. Respond to the enclosed forms. There is a form enclosed for each person who has responsibilities for preparing papers for our National Consultation plus one for ideas that might be discussed at the Consultation. Please offer your ideas, suggestions, explanations, etc. and forward to the person whose name and address appears at the top of the page. I know you are busy just as I am, but if possible, give this your immediate attention so that tentative outlines can be drawn up so that a brief summary can be given at our next Conference call. Better, yet, if time permits, mail each member of the Steering Committee a copy of your outline before our next Conference call.
3. Those of you who will be leading workshops will need to get me a brief biographical sketch of yourself to be used in the registration form if needed. *ok.*
4. I have enclosed the names and addresses of the chairpersons of the Conference Commissions on Equitable Salaries in your Jurisdiction. Since there are three of us in the Southeastern Jurisdiction, I have sent this list to James Womack. I have been in contact with these persons from time to time and will be again in the future. However, I feel it would be good for you to write them a note, encouraging their conference to send representatives to the Consultation and explaining how we are operating financially at this point. Byron will send you a list of the conferences in your Jurisdiction who have contributed money and the amount. I think it would be good for you to thank them for their support and interest and encourage those who have not made a contribution to do so. Would you be kind enough to send me a copy of the letter you write. *ok.*
5. BYRON, will you be good enough to supply the above information to the fellows? *ok.*
6. Speaking of costs, Conference telephone rates have increased since we made our last one. Rate are now as follows: First 3 minutes- 14.00; each minute thereafter- 2.75 plus 7% tax. If I have calculated correctly our call on Tuesday cost \$147.39 for 48 minutes. Moreover, let me make a suggestion for you to think about. Evangelism has an annual dues for each Conference for National Convocations of \$175.00. Could we not set up an annual dues of some similiar amount if the Consultation continues?
7. Your basic paper is to be written and ready for distribution to the Steering Committee no later than July 1. When you have completed this paper, make seven copies and mail to the members of the Steering Committee. *ok.*
8. Pat, can you have all necessary information concerning the facilities at St. Paul distributed to the Steering Committee by May 22?
9. Make a list of suggestions for our Consultation and forward to me from time to time.

COPY

Fellows, pardon the bad typing and gramatical errors. I have rushed to get this out to you this week so that we might begin work immediately on the things we need to do. Your cooperation will be greatly appreciated.

James



VIRGINIA CONFERENCE COUNCIL ON MINISTRIES

THE UNITED METHODIST BUILDING • 4016 WEST BROAD STREET • RICHMOND, VIRGINIA 23230

TELEPHONE: 804-359-9451

HARRY B. EATON, COUNCIL DIRECTOR

PLANNING:
RAYMOND F. WRENN
DIRECTOR
EXTENSION: 119

May 6, 1975

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

Dear Mr. Archer:

We in the Virginia Conference are excited over the prospect of the National Consultation on Equitable Salaries in Kansas City September 23-26, and plan to be represented.

The Chairman of our Commission is Mr. Ernest C. Betts, Jr., Route 2, Box 333A, Bluemont, Virginia 22012.

The Secretary of our Commission is Rev. Paul C. Bailey, Box 5, Clarksville, Virginia 23927.

We will be represented at the Consultation by Mr. Betts and me (Raymond F. Wrenn). I expect Mrs. Wrenn to be with me; if housing for Mrs. Wrenn is not available at St. Paul, please let me know so I can make arrangements for a motel.

I am including a proof of our report to the 1975 Annual Conference. I assume you are planning to have it reproduced in quantity in a central location. Let me know if this is not the case and I will bring additional copies to Kansas City.

On November 13, 1974, we sent our contribution of \$20.00 to Byron White.

I'm enclosing our reply to your questionnaire.

Sincerely yours,

Raymond F. Wrenn

RFW/eb
Enclosures

cc: Mr. Ernest C. Betts, Jr.
Rev. Paul C. Bailey
✓Mr. James H. Womack

May 13, 1975
Alexander City, Alabama 35010

To: The Steering Committee
The National Consultation on Equitable Salaries

From: James D. Archer

Subject: Conference Telephone Call

Dear Friends:

I trust that you remember that we have a Conference Telephone Call scheduled for Thursday, May 22, at 10:00 a.m. CDST. If you have forgotten, please make note of this on your calendar and be available at that time. If you are going to be at a telephone number different from the one we normally call to, please get this number to me no later than Wednesday, May 21. The Conference call will be placed on that date.

There are several things that merit our attention and, they are as follows:

1. Have YOU mailed your suggestion sheets to the proper persons? If not, please do so immediately.
2. Several of you were requested to write the Commission Chairpersons in your Jurisdiction. Have you completed this task? If not, please get this out soon.
3. Be ready to give a brief description of your paper for the workshop topics.

I need to make a special comment at this point and we will need to act on what I am about to write. You will recall from our last Conference Call that Matthew Gates mentioned a personal matter which he would write me about. Matty, sent me a letter outlining the reasons why he would not be able to participate in the Consultation in Kansas City. The reasons, which we need not go into at this point, are beyond his control. Upon receipt of this letter, I placed a call to Matty and we talked about his participation in the planning process between now and the Consultation. At this writing, he sees no reason why he cannot continue in the planning process and will make every effort to fulfill all that is expected of him.

He feels, and I agree, that we should continue with the topic, "Relationships of Equitable Salary to Career Development." He has suggested that we secure the services of Reverend Glen Matthews, of the Kansas Area, for the continuation of this topic. I suggested that he contact Mr. Matthews and explain the situation and feel him out about the possibility of his participation. Matty, will do this and make a report to us on next Thursday. However, when we go outside the Steering Committee, money becomes a problem and we are working with limited funds. Think about this and let us come to a decision when we confer together.

4. As I wrote my suggestions, I noticed that we are dealing heavily with salary. Moreover, I noticed, at least in my thinking, that Jim Womack and Cyril Stone have virtually the same topic from different viewpoints. I suggested that Jim deal only with guidelines that are applicable to charges not receiving Equitable Salary supplements while Cyril deal with those charges which do receive supplements. Jim and Cyril, be ready to give your comments at this point while the rest will be ready to offer their suggestions at this point.
5. If petitions are passed by the Consultation, they must be gotten into proper form for submission to the General Conference. Would it not be wise for the Steering Committee to act as a Petition Committee and remain in Kansas City an extra day and get this in good order before we disband? Moreover, we need to have a period of evaluation.
6. I sent each of you a list of topics for general discussion. If you recall, the list was quite lengthy. Can we deal effectively with these in a large group? Give some thought to the idea of breaking down into small groups to deal with these, with each group coming to a consensus before reporting to the General Assembly?
7. Pat, for information purposes, I have had several inquiries concerning the possibility of the representatives bringing their wives and having housing

()VER)

accommodations at St. Paul's for their wives. What do you foresee at this point? Can this be arranged or should we send out information stating that this accommodation is available only through motels?

The above are items we need to consider in our next call. Be prepared to offer guidance and counsel when we get together. Perhaps I will think of others before the call and, if you think of something that needs our attention, don't hesitate to mention it. I have hurriedly put this together and I am sure something has been omitted. I am extremely busy-- preparing for the sessions of Annual Conference and setting my own house in order as I anticipate a change of appointment.

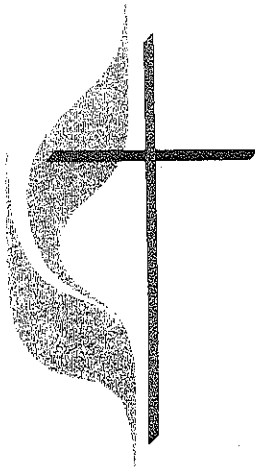
One other thing, needs some thought and that is: Do we need to get together before the Consultation, or can we handle things adequately as we are now going. The response to the information sheet has been good. Hopefully, others will come in soon. At present, I have heard from 27 Annual Conferences with more than 60 persons planning to attend. The best response to date has come from the North Central and Southeastern Jurisdictions with nine responses each.

Don't forget, the Conference Call is set for Thursday, May 22, 10:00 a.m. CDST. If your telephone number will be different, PLEASE get it to me by Wednesday, May 21!

James D. Archer

One other topic which has not been mentioned is: Do we need to deal with salary supplements to black men? Because of the wide spread in salaries between black and white charges, some Conferences are having to pay heavily in supplements to the black charges. Is this wide spread enough to merit attention at the Consultation?

UNITED
Methodist
Church



JAMES D. ARCHER
MINISTER

DADEVILLE HIGHWAY
AT SCOTT ROAD
ALEXANDER CITY,
ALABAMA 35010

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

March 27, 1975

To: Members of the Steering Committee
National Consultation on Equitable Salaries

Re: 1975 Consultation

Dear Friends,

Please forgive me for being so long in contacting you about our forthcoming Consultation. Excuses are really of no value, but I have been extremely busy with our own Conference program in getting supplements for 1975 certified and in attending meetings outlining our 1976 program. Then too, I had hoped we might be able to secure some funds that would enable us to come together rather than do this by mail and by telephone. So far, I still have an empty hand.

Byron White tells me the response has been good to the announcement that went out to each Annual Conference. We do have money for telephone calls, materials, etc. Byron will give us a report as to funds on April 8 when we have a conference telephone session. PLEASE RESPOND IMMEDIATELY as to your availability on Tuesday, April 8, at 10:00 A.M. CDT. Send me a note telling me the telephone number at which you can be reached on that date at 10:00 A.M. Do this immediately so if any one of you cannot be involved in the conference session, I can get a note back to you for postponement and a new date.

I am enclosing a copy of a tentative agenda for your consideration. Study it carefully and respond with your comments in writing. We will discuss it during our conference. I am going to get a letter out next week to all the Conference chairpersons requesting the number who plan to participate in our Consultation for purpose of planning.

Pat, can you check with St. Paul as to possible costs. We need this information for registration blanks which Byron must get out by the middle of the summer.

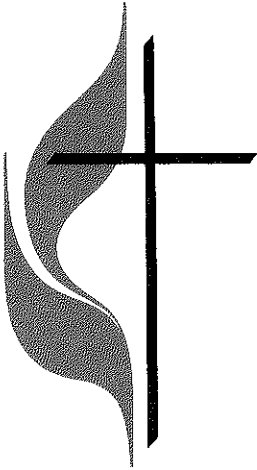
I am,

Sincerely,


James D. Archer

JDA/lh

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

May 23, 1975

TO: The Steering Committee
The National Consultation on Equitable Salaries

Subject: Workshop personel and other related matters

Dear Friends,

Thank you for the time, contributions and fine spirit of cooperation in our Conference call on yesterday, May 22. I want you to know that I appreciate your enthusiasm, candor and wisdom in planning for the Consultation under conditions that are not ideal. I feel we are making progress and as Jim Womack says, "everything will come off fine in the end," and I believe that. Pray that it might be so!

You will be glad to learn that I have secured the services of the Reverend Kenneth M. Lambert, Commission Chairman of the Texas Annual Conference, to lead the workshop topic: "Relationships of Equitable Salaries to Career Development." I, as you, regret the loss of Matthew Gates in this area. However, we all know that this is due to circumstances beyond his control and we wish him well in the resolving of his problems within his Annual Conference.

Now, let me tell you a little about Ken Lambert. He is chairman of their Conference Commission and has developed a fine program there. He is a campus minister and holds the Wesley Bible Chair at Gunter Memorial Methodist Student Center. After explanation, he was willing to come to our assistance and I assured him that we would assist him in any way possible. I feel we should make him an ex-officio member of the Steering Committee and I hope you concur in this. Without objections, I will assume you concur. I think it would be helpful for each of you to write him a note welcoming him on board and giving him your suggestions concerning the workshop topic. Matthew will share the material he has already gathered with him. His address is:

The Reverend Kenneth M. Lambert
P.O. Box 4609, SFA Station
Nacogdoches, Texas 75961

I explained to him about the July 1 deadline for the exchange of papers and he will try to meet this. However, he is host to the sessions of his Annual Conference this next week and has already committed himself to teach some courses in summer school and I told him we would take all of this into consideration. He said he could live within the spirit of the law if not the letter.

Jim, be sure to send him a copy of the revised tentative program you are working on. I am sending Ken materials we have on file that will be helpful to him. While we are talking about mailing, I will let you know my new address as soon as possible. However, I have talked with the postal authorities and they have assured me of forwarding first class mail. Moving day for our Conference is June 11.

Fellows, if you have not already send your letters out to the Conference Chairmen for your Jurisdiction, please do so soon and send me a copy for the files. Moreover, some of you have not mailed your suggestion sheets. If not do this immediately, if not sooner.

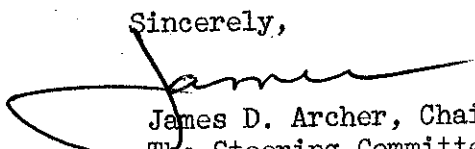
Pat, I will try to get a letter off to Rev. Frank Stever, Commission Chairman of the Missouri West Conference, regarding office equipment, news print, and other supplies that could be purchased there. Also, check with St. Paul about the possibility of our coming in on Sunday evening, September 21, if we need to.

If it becomes necessary for us to have a face-to-face Steering Committee meeting prior to the Consultation, where would you like to meet? Both Louisville and Nashville have been suggested to me. How would this work with you fellows?

Money wise, I can report the follows as given me by Byron. As of May 1, we have recieved \$1,006.86 and disbursed 562.52 leaving a balance of 444.34 on hand. Our disbursements have been as follows: Telephone- 301.14; Postage 144.50; Office Supplies-Clerical Help- 112.63; and, Bank Charges 4.25. This covers the entire period beginning with the registrations in Birmingham at the 1974 Consultation. Our call yesterday was for 50 minutes and the tentative charges was 138.68. It was somewhat cheaper because Harold was not available. Then too, we have to charges for the call I made to Kenneth Lambert last evening. This going to get us down pretty low. Correspond with Byron concerning your ideas of financing.

Again, thank you for your interest and concern. I am,

Sincerely,


James D. Archer, Chairman
The Steering Committee

JDA/lh

(New Addressee Inside)

June 15, 1975

The Reverend Byron L. White
Berry United Methodist Church
P.O. Box 97
Berry, Alabama 35546

Dear Byron:

Under separate Cover I have mailed you 100 copies of our commission's report for the Western North Carolina Conference, as requested in James Archer's letter of June 6, 1975. This report was approved by the Annual Conference, and will be in effect for 1976.

I assume that this package will reach you within a few days, but if not please let me know so that I may put in a tracer.

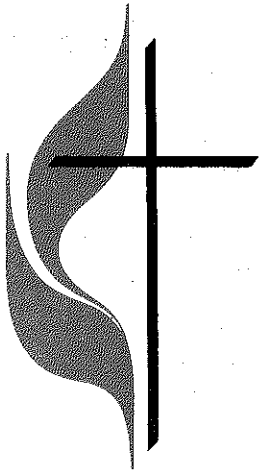
A copy of this letter is being sent to Jim, so let me use this means of wishing both of you much joy and fulfillment in serving the Christ in your new locations.

It is very gratifying to know that we already have 39 Conferences on board for the Consultation, and I really believe that it will be all that we expect.

Sincerely yours,

CC: Rev. James D. Archer

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

June 6, 1975

To: Chairpersons, Conference Commissions on Equitable Salaries
The United Methodist Church

From: James D. Archer, Chairman, The Steering Committee
The National Consultation on Equitable Salaries

Dear College:

For most of us, the sessions of the Annual Conference for '75 have come and gone. Many of us are in the process of getting relocated in our new assignments. If YOU are moving to a new appointment, please send me a change of address so that registration materials for the National Consultation on Equitable Salaries can be mailed to you without delay this summer. Moreover, if there was a change in the leadership of your Conference Commission this year I need to know that too.

I am listing below changes in addresses for myself and for Rev. Byron White our Secretary-Treasurer. They are:

Rev. James D. Archer
Memorial Drive United Methodist Church
109 Memorial Drive, N.W.
Decatur, Alabama 35601
Office: 205-353-9373
Home: 205-355-0731

THESE ADDRESS CHANGES ARE

Rev. Byron L. White
Berry United Methodist Church
P.O. Box 97
Berry, Alabama 35546
Office: 205-689-4691
Home: 205-689-4585

EFFECTIVE JUNE 11, 1975

You are hereby reminded of the request of the Steering Committee to send one hundred (100) copies of your 1975 report to your Annual Conference, for distribution at the Consultation, to Byron White, whose address is listed above, by no later than July 15, 1975. PLEASE DO NOT SEND THESE TO ME- I will have to forward them on to Byron. Your cooperation will be very much appreciated.

Now, let me request your help. If your Conference Commission has done investigation and planning in any of the areas below, please send copies of your findings to the persons listed. They will be leading workshops on these topics and any assistance you can give them will be greatly appreciated. They are:

CAREER DEVELOPMENT FOR MINISTERS RECEIVING SUPPLEMENTS FROM C.E.S.

Rev. Kenneth Lambert
P.O. Box 4609, Station SFA
Nacogdoches, Texas 75961

SALARY GUIDELINES FOR CHARGES WHOSE SALARY IS SUPPLEMENTED BY C.E.S.

Dr. Cyril Stone
10218 Cielito Lindo, N.E.
Albuquerque, New Mexico 87111

SALARY GUIDELINE FOR CHARGES WHOSE SALARY IS NOT SUPPLEMENTED BY C.E.S.

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

RELATIONSHIPS OF SALARY SUPPLEMENTS TO "MISSION" CHARGES

Rev. Harold Knudsen
2200 South University Boulevard
Denver, Colorado 80210

THE BASIC SALARY PLAN

Rev. Patrick Flaherty
507 North "H" Street
Monmouth, Illinois 61462

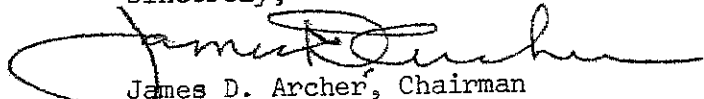
These fellows will appreciate any help you can give them in making preparation for leading the workshops which you will be involved in at the Consultation. However, there will be more to the Consultation than just workshops.

Now, let me make a financial report to you. As of May 1, our treasurer, Byron White, tells me that we have received \$1,006.86 from Annual Conferences since February 1974. Of this amount, we have disbursed \$562.52, leaving a balance of \$444.34 on hand May 1. Our disbursements have been as follows: Telephone- \$301.14; Postage 144.50; Office Supplies-Clerical help to get our the report of the first Consultation- \$112.63; and Bank charges of \$4.25. We have outstanding telephone charges for the month of May (the bill hasn't arrived as of this writing) of approximately \$160.00. To date, my church has furnished stationary, stencils and help in writing you. A printer friend has tentatively agreed to furnish some stationary cost free soon. Our biggest expense is the Steering Committee working by means of Conference telephone calls and postage. Any further help you can give to help supply funds will be greatly appreciated. Send to Byron White. We, the Steering Committee, are trying to make your dollar go as far as possible.

Thank you for the response to the Questionnaire sent you. To date, I have received responses from 39 Conference Commissions all of which plan to send representatives to the Consultation. If you have not sent yours, please do so soon. PLEASE DO NOT FORGET TO TAKE NOTE OF THE CHANGE OF ADDRESS FOR REV. BYRON L. WHITE AND MYSELF AS LISTED ON PAGE ONE.

I look forward to meeting you at the National Consultation in Kansas City, September 23-26, 1975. I am,

Sincerely,


James D. Archer, Chairman

JDA/lh

THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church

Reply to: 109 Memorial Drive, N.W.
Decatur, Alabama 35601
June 16, 1975

THE STEERING COMMITTEE

James D. Archer
Chairman

Patrick Flaherty
North Central Jurisdiction

Matthew Gates
Northeastern Jurisdiction

Cyril Stone
South Central Jurisdiction

James H. Womack
Southeastern Jurisdiction

Harold C. Knudsen
Western Jurisdiction

Byron L. White
Secretary-Treasurer

To: The Steering Committee
The National Consultation on
Equitable Salaries

Dear Friends:

I concur in the revised "TENTATIVE PROGRAM" for the Consultation as prepared by Jim Womack. Moreover, I like the idea of presenting these papers in the General Assembly consecutively, which leaves a full hour for discussion in the Workshop sessions. We need to settle on the format of the program and adopt one in final form. Please take the "Tentative program" as you now have it from Jim Womack and send me your corrections, suggestions, etc. and I will edit these and get them to you for final adoption. Incidentally, Jim's work in this area is very good and I, for one, appreciate his work very much.

ATTENTION: Those of you who are responsible for Workshops are to have your basic paper prepared and distributed to the Steering Committee by July 1. The Steering Committee members will read these and offer suggestions for improvement of the paper. When you have read each paper and digested it, offer your suggestions for improvement of each paper before returning it to its author. This should be done before July 25.

Gentlemen, we need to make a decision concerning a "face to face" meeting of the Steering Committee. I do not want to place any undue hardship on anyone nor press anyone into doing something against his better judgment. However, I know some of you feel a great need for this and I'll work it into my schedule as best I can. If the consensus of opinion is

that we need it, I suggest we meet in Louisville, Kentucky on August 18-19, beginning at 6:00 p.m. and continuing through the next afternoon/evening. Moreover, I suggest a conference telephone call for Tuesday July 8 at 10:00 a.m. C.D.S.T. Please let me know of your availability on this date and the number at which you can be reached.

I am trying to find my way around the Memorial Drive parish. I suggest, if you need to call me, you do so after 9:30 p.m. and place the call to my home. The number is: (205) 355-0731. I am,

Sincerely,

A handwritten signature in cursive script, appearing to read "James D. Archer", written over a large, loopy flourish that extends to the left and underlines the name.

James D. Archer

JDA:prw

JAMES H. WOMACK
2143 FERNCLIFF ROAD
CHARLOTTE, N. C. 28211

May 30, 1975

TO: MEMBERS OF STEERING COMMITTEE
NATIONAL CONSULTATION ON EQUITABLE SALARIES

Dear Friends:

In our May 22nd. telephone conversation I suggested a revision in the "TENTATIVE PROGRAM" for our Consultation. Chairman Jim asked me to prepare a revised edition, and to send a copy to each of you for review and further suggestions. The result is attached.

It is my belief that the subjects of most importance to our Church at this time are those now scheduled to be covered in our five Workshop Sessions. These sessions should provide answers to many of the questions that might now be in the minds of those attending the Consultation. If all attendees are exposed to the five Workshop Sessions before opening up general discussions in plenary sessions we should be able to avoid having to deal with the same questions two to five different times.

Another change which I made was to schedule the "business session" where we deal with money, elections, etc., on Thursday morning instead of Thursday afternoon. Departure schedules will probably take some of the people away by noon, and I think we should hold these discussions while all are still in attendance. It could be the last agenda item before lunch, if you prefer.

Having typed this far, I stopped to review the revised sheets again, and the light bulb in my brain turned on again with another change to be considered by you. This change would have the Workshop Leaders presenting all five papers consecutively to the General Assembly before breaking into the five groups for discussions. Each Workshop Leader would still have to handle five separate discussion sessions, but would have to present his workshop paper only one time instead of five times. Obviously, this would make the job easier for the Leaders, would save approximately two hours time that could be put to good use, and would assure greater uniformity in presentation. These three advantages would have to be weighed against the possible loss in continuity by not providing discussion periods immediately after each of the five presentations.

You will note that I have not listed the miscellaneous subjects for the General Assembly discussion periods on Wednesday and Thursday. Whichever format we eventually agree upon for the main agenda, I suggest that the other subjects for possible discussion be put on as an addendum for use as interests direct, and as time permits. This addendum would include all the subjects on the original draft, as well as any that may surface in the interim.

Please study the attached as drafted. Then visualize it as described in the penultimate paragraph above which would simply extend the

will then put together a draft of what seems to a consensus of the group for further consideration.

Sincerely,

Jim Womack

TENTATIVE PROGRAM

NATIONAL CONSULTATION ON EQUITABLE SALARIES
September 23-25, 1975

MONDAY, SEPTEMBER 22-

8:30 A.M. Steering Committee Meets. (Room to be determined later)
Will set its own agenda for the day.

TUESDAY, SEPTEMBER 23-

8:30 A.M. Steering Committee Meets.

10:30 A.M. Registration

-Byron White will have responsibility for this, making room assignments, receiving registration fees, etc.

12:00 NOON LUNCH

1:30 P.M. Call to order in General Assembly Room

-Welcome and Devotional by Resident Bishop

-Recognition of Rev. Robert Carpenter, Commission Chairman of the Missouri-East Conference

-OPENING ADDRESS - The Reverend James D. Archer

2:30 P.M. Presentation and Discussion of Definition of Equitable Salaries Papers - James Womack and Cyril Stone

3:15 P.M. BREAK

3:30 P.M. First Workshop Session

Group A - Relationships of Equitable Salary to Career Development - Matthew Gates

Group B - Salary Guidelines for Various Sizes and Categories of Churches - James Womack

Group C - Relationship of Salary Supplements to Mission Charges - Harold Knudsen

Group D - The Basic Salary Plan - *Pat Flaherty*

Group E - Salary Supplements That Take Variables Of Cost-In-Living into Consideration - Cyril Stone

4:30 P.M. BREAK FOR DINNER

7:00 P.M. Second Workshop Session-

Group A - James Womack

Group B - Harold Knudsen

Group C - Pat Flaherty

Group D - Cyril Stone

Group E - Matthew Gates

8:00 P.M. Third Workshop Session

Group A - Harold Knudsen

Group B - Pat Flaherty

Group C - Cyril Stone

Group D - Matthew Gates

Group E - James Womack

9:00 P.M. INFORMAL COFFEE HOUR

WEDNESDAY, SEPTEMBER 24-

- 8:30 A.M. General Assembly - Devotional and Announcements
9:00 A.M. Fourth Workshop Session-
Group A - Pat Flaherty
Group B - Cyril Stone
Group C - Matthew Gates
Group D - James Womack
Group E - Harold Knudsen
10:00 A.M. BREAK
10:15 A.M. Fifth Workshop Session-
Group A - Cyril Stone
Group B - Matthew Gates
Group C - James Womack
Group D - Harold Knudsen
Group E - Pat Flaherty
11:15 A.M. General Assembly - James Archer will lead discussion of ideas of general interest; those not covered in Workshops.
Five Workshop Leaders will arrange and condense ideas developed in Workshop Sessions. (Present at 2:30 P.M.)
12:00 Noon - LUNCH-
1:30 P.M. - Continuation of 11:15 A.M. assignments. Plenary session may be broken into small groups, if deemed advisable.
2:30 P.M. General Assembly - Presentation of Summaries Of Workshop Sessions by Workshop Leaders.
4:30 P.M. BREAK FOR DINNER
7:00 P.M. General Assembly-
Discussion of ideas that are emerging for which the Consultation will make Petitions to General Conference.
9:00 P.M. INFORMAL COFFEE HOUR

THURSDAY, SEPTEMBER 25-

- 8:30 A.M. General Assembly- Devotional and Announcements
Discussion and decisions on financing present and/or future Consultations.
Election of Steering Committee, if desired.
9:15 A.M. Break into groups according to interest in ideas that emerged in previous sessions. (These would include all of the topics listed in James Archer's original "TENTATIVE PROGRAM", plus others of general interest.)
10:15 A.M. BREAK (Steering Committee break together.)
10:30 A.M. General Assembly- Discussions on ideas of general interest, or may break into small groups. Final decisions on Petitions, if not concluded in Wednesday 7:00 P.M. session.
12:00 NOON LUNCH
1:30 P.M. General Assembly - (Groupings and subjects to be decided by Steering Committee.)
3:00 P.M. ADJOURNMENT

TENATIVE PROGRAM

NATIONAL CONSULTATION ON EQUITABLE SALARIES
September 23-25, 1975

MONDAY, SEPTEMBER 22-

2:00 P.M. Steering Committee meets (room to be announced)
The Steering Committee will make their own agenda for the day

TUESDAY, SEPTEMBER 23-

8:30 A.M. Steering Committee Meets

10:30 A.M. Registration

-Byron White will have responsibility for this. He will make room assignments, receive registration fees, etc.

12:00 Noon Lunch

1:30 P.M. Call to order in General Assembly Room

-Welcome and Devotional by Bishop ~~Barrett Dixon~~ of Missouri

-Recognition of Rev. Robert Carpenter, Commission Chairman of the Missouri-East Conference

-Address to set the tone of the Consultation- James Archer

2:30 P.M. Presentation and Discussion of Definition of Equitable Salaries Papers- James Womack and Cyril Stone

3:15 P.M. Break

3:30 P.M. First Workshop Session -

Group A- Relationships of Equitable Salary to ^{Career Development} Evaluation
-Matthew Gates

Group B- Salary Guidelines for Various Sizes and Categories of Churches- James Womack

Group C- Relationship of Salary Supplements to Mission Charges
-Harold Knudsen

Group D- The Basic Salary Plan- Pat ~~Flarty~~ Flarty

Group E- Salary Supplements that take variables of cost-in-living into consideration- Cyril Stone

4:30 P.M. Break for Dinner

7:00 P.M. General Assembly-

Discussion of ideas that are of interest and need clarification. Out of these discussions will come the ideas for legislation the Consultation will recommend to the General Conference.

- Define the term "Full-time Minister" including workload of same
- Is salary supplement designed primarily for the support of ministers or charges?

- Alternatives for strengthening ministries for charges. Such as:
-Parish Ministries

-Satellite Appointments

-Part-time minister and part-time associate appointments

9:00 P.M. Informal Coffee Hour

WEDNESDAY, SEPTEMBER 24-

8:30 A.M. General Assembly

Devotional and Announcements

9:00 A.M. Second Workshop Session

Group A- James Womack

Group B- Harold Knudsen

Group C- Pat Flarty

Group D- Cyril Stone

Group E- Matthew Gates

10:00 A.M. Break

10:20 P.M. General Assembly

Continuation of items of interest.

-Guidelines for salary supplement support ~~with~~ Standardized Plan for National

-Disposition of charges/churches that can never be self-supporting

-Across the board salary supplement support vs. graduated salary supplement based on years of service.

12:00 Noon Lunch

1:30 P.M. Third Session of Workshops

Group A- Harold Knudsen

Group B- Pat Flarty

Group C- Cyril Stone

Group D- Matthew Gates

Group E- James Womack

2:30 P.M. Break

Reading of
the two
papers.

Your workshop
topic.

Standardized Plan for National
Salary Supplement

WEDNESDAY, SEPTEMBER 24 CONTINUED-

During this break, time will be given for informal discussion with individual representatives as each representative chooses. Perhaps he has heard an individual express an idea he would like to pursue.

3:15 P.M. General Assembly

Continuation of ideas of interest

-Purposes and Responsibilities of the Conference Commission on Equitable Salaries

-Does the Conference Commission need someone at a General Staff level to counsel Commissions, provide resource materials, etc.?

-Classification of ministers who should be covered under salary supplements

4:45 P.M. Break for Dinner

7:00 P.M. Fourth Workshop Session

Group A- Pat Flarty

Group B- Cyril Stone

Group C- Matthew Gates

Group D- James Womack

Group E- Harold Knudsen

8:00 P.M. General Assembly

Begin firming up resolutions the Consultation wishes to recommend to the General Conference

9:00 P.M. Informal Coffee Hour

THURSDAY, SEPTEMBER 25-

8:30 A.M. General Assembly

Devotional and Announcements

9:00 A.M. Fifth Workshop Session

Group A- Cyril Stone

Group B- Matthew Gates

Group C- James Womack

Group D- Harold Knudsen

Group E- Pat Flarty

10:00 A.M. Break

10:20 A.M. General Assembly

Continuation of General Conference recommendations

12:00 Noon Lunch

1:30 P.M. General Assembly

Final Session for completion of General Conference recommendations, Discussion of continuation of Consultation and election of a Steering Committee if desired.

3:00 P.M. Adjournment

NOTE: The above tentative schedule is for your consideration. After having heard from each of you, I felt that the above might be a composite of your thinking. Feel free to criticize and to offer improvements. I have assigned workshop responsibility as I feel would best serve our interests. However, I think it would be good if you would offer each person responsible for a particular topic your ideas of what this topic should consist of in subject matter. The idea behind the workshop, as I understand it, is for the leader to prepare a paper, philosophical in nature, for presentation to his group and then lead a discussion of the ideas presented. The paper itself should not exceed thirty minutes at most. It will be helpful if the leader could give a resume of the thoughts expressed in his workshops.

Jim: I hope you will accept this responsibility. If we follow this plan the group will be divided by five and rotate.

THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church

Reply to:

109 Memorial Drive, NW
Decatur, Al 35601
June 16, 1975

THE STEERING COMMITTEE

James D. Archer
Chairman

Patrick Flaherty
North Central Jurisdiction

Matthew Gates
Northeastern Jurisdiction

Cyril Stone
South Central Jurisdiction

James H. Womack
Southeastern Jurisdiction

Harold C. Knudsen
Western Jurisdiction

Byron L. White
Secretary-Treasurer

Dear Jim:

I thank you for the good work!
I meant to reply to your letter earlier but did not get the chance with the sessions of Annual Conference and moving. I'm slowly trying to find my way here and parish matters have priority right now. However, I am getting a letter out to the Steering Committee this week.

I wanted to send you a personal note of gratitude for your good work. I concur with your suggestions.

Sincerely
Jim

Central United Methodist Church

MINISTERS:
ROBERT H. JONGEWARD
RONALD M. FASSETT

1011 SECOND STREET
MUSKEGON, MICHIGAN 49440

JUNE 19-75

DEAR FRIEND,

I'm sending a copy of our
Ministerial Salary Support Program
For 1975 Minutes. A longer report
with rationale was submitted several
years ago. It has a strong influence on
all salaries. Few are now on target.
Many are doing better. Our ave. Cash
Salary for now is \$12,000+.

Hope this is helpful. We need
a lot of guidance in this area that
we can get

See you in Sept

Bob

In haste

June 25, 1975

The Reverend James D. Archer
Memorial Drive United Methodist Church
109 Memorial Drive, N.W.
Decatur, Alabama 35601

Dear Jim:

Thank you for your letters of June 19th., and especially for your expressions of the work which I have attempted to do with our project. I am glad that you concur with the idea of having consecutive presentations of our papers, as I really believe that it will be a better way of presenting what we have to say. After all, the main idea is to get the ideas flowing from the group, not to the group.

*July 5th. OK
What he means is cable*

~~Jim, I am going to be out of pocket on the 8th. of July, and will not be able to join you in the conference call.~~
So far as I now know I will have a "first draft" of the introductory part of my paper, but it is too early for me to know yet exactly what I will be wanting to ^{say} in detail in September. I will get this circulated on or about July 1st. to each of you, and you can report this for me in the telephone meeting.

What do you think is the need on the part of some to want to get together face-to-face prior to going to Kansas City. As I see the situation, we have people assigned to a task for which each one is thoroughly capable of handling. The only concern that I feel is to be sure that all who might be interested are notified (which has already been done), and to be sure that proper arrangements are made to house and feed all who attend (and this has been done). Some housekeeping duties, such as arranging for clerical help, will have to be done but this can be done by Byron through someone locally on the scene. I see no real need for a meeting prior to September 24th. If pressed, I think the question then needs to be asked as to "what will really be accomplished?".

~~Sorry that I can't be with you on the 8th.~~

July 14, 1975

Dean M.L. Roberts, Jr.
204 32nd Place, East
Tuscaloosa, Alabama 35401

Dear Mr. Roberts:

Thank you for your letter of July 10th., with the enclosure defining the purpose and responsibility of the Commission On Equitable Salaries. You have done an excellent job of combining the two statements, and I do not have a single change to suggest.

I am sorry that you have completed your present tenure on the Commission, as I know that your leadership will be missed there. It is good to know of your continued interest in this area, and I feel sure that the North Alabama Conference will be calling on you again as soon as their rotational requirements have been met. There are far too few people who show a genuine interest in the support of our Ministers, and I trust yours will never lag.

Thanks again for the excellent work, and I close with the hope that our paths may cross sometime in the future.

Sincerely,

James H. Wonack

July 14, 1975

The Reverend James D. Archer
Memorial Drive United Methodist Church
109 Memorial Drive, N.W.
Decatur, Alabama 35601

Dear James:

Mr. M.L. Flowers, Jr. has sent me a copy of the combined statement of the two papers which he and I prepared on the purpose and responsibility of the Commission. He has done an excellent job on it, and I have so notified him in a letter today. I had no changes to suggest.

I believe that all of the questions on the agendaⁿ were clarified the other day on the telephone, and I am assuming that you will not be expecting anything further on that from me. If I am mistaken, please let me know.

James, I believe that everything is beginning to shape up real well for our Consultation, and with all of the enthusiasm which was expressed the other day, I just think it is going to go real well.

If anything develops this summer on which you need help, please let me know, as I will be glad to help in any way that I can.

I saw the article in the July-August issue of The Interpreter about you service for shut-ins, and I plan to talk about it at a retreat for our local Council On Ministries next Tuesday. I think it is a great idea, and I hope that we can use it some this summer.

Hope things are falling into place for you in your new assignment. I am sure that it is full of pleasant occurrences as well as full of challenges, (and trials).

Sincerely yours,

THE UNIVERSITY OF ALABAMA
UNIVERSITY, ALABAMA 35486

July 10, 1975

COLLEGE OF EDUCATION
OFFICE OF THE DEAN

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

Dear Mr. Womack:

Several weeks ago, James Archer asked me if I would make an attempt to combine into one statement the papers which you and I presented to the Consultation on Equitable Salaries last year in Birmingham. My schedule during the late spring and early summer has been an impossible one, and I am sorry to be so late in responding to James' request.

I am enclosing for your suggestions, revision, criticism, etc. an attempt which I have made to meld our statements into one. I have no pride in the authorship of my original statement, so I hope you will feel completely free to make whatever changes you feel would be appropriate.

My tenure on the North Alabama Conference Commission on Equitable Salaries ended this year, but this will continue to be one of my chief areas of interest in the Church.

I look forward to hearing from you.

Sincerely,



M. L. Roberts, Jr.
Assistant Dean

r

Enclosure

Home address: 204 32nd Place, East
Tuscaloosa, Alabama 35401

EQUITABLE SALARIES AS RELATED TO THE UNITED METHODIST CHURCH.

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 one 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 this 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.

THE UNITED METHODIST CHURCH
COMMISSION ON EQUITABLE SALARIES

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 in the United Methodist Church implies remuneration commensurate with the qualifications of the minister and the demands and responsibilities required to serve a particular charge as well as remuneration which meets the minister's normal and reasonable living requirements. Salary should never be the attraction for one to enter the ministry, nor should it be the deterrent to one who is called. Some charges obviously require the service of a minister with special talents and qualifications, and an equitable salary in such situations may have little relationship to the ability of the charge to support that salary. New or rapidly changing situations are examples 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 Commission on Equitable Salaries must take the initiative to effect policies, procedures, and incentives which will insure that each full-time minister licensed by an Annual Conference will receive a fair and just salary for his professional services.

The Commission on Equitable Salaries is concerned with more than minimum salaries. It is as much concerned that the minister of the largest and most prestigious church in a 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. Too often charges with financial resources sufficient to erect magnificent buildings or to provide many special ministries to others fail to give equitable salary support for their own ministers. Such oversight is rarely deliberate. It more often reflects a failure on the part of the minister, the Pastor-Parish Relations Committee, and the Administrative Board to discuss objectively and honestly equitable salary support.

A rationale is required for equitable salary support which is sensitive both to the minister's needs and to the total ministry of the local church and the Conference. Opinions about equitable salaries may differ; but there can be no excuse for misunderstanding, lack of trust, secrecy, or heartbreak. This will not happen if all parties concerned consider the same questions, honor the same principles, respect the same needs, and work in an atmosphere of shared trust and confidence as equitable salaries are determined.

The Commission on Equitable Salaries must assume the responsibility for formulating guidelines for determining equitable salaries which local churches can follow in developing sound and realistic programs of financial support for all full-time ministers. In meeting this responsibility, the Commission must encourage and provide information and 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.

James H. Womack
Western North Carolina Conference

M. L. Roberts, Jr.
North Alabama Conference

August 12, 1975

Dr. Cyril Spone
10218 Cielito Lindo, N.E.
Albuquerque, New Mexico 87111

Dear Cyril:

Thank you for your letter of July 15th., and for the attachment covering study material used in your Conference.

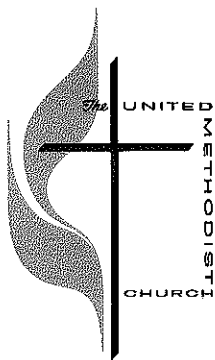
For some time I have been attempting to get some data together on the pattern of salary increases for fully-self-supporting Charges, and it was not until yesterday that I was able to get the information desired. Upon receiving it I was able to finish work, and reach conclusions, on a new formula to be presented to my Conference next year. I am enclosing a copy for you with the hope that it will be of interest, and maybe even useful in your presentation in Kansas City. All of which is a round about way of explaining why I have been so long in replying to your letter - I was waiting to finish the attached.

At the time the date was set for our Consultation it almost seemed an eternity away; it now seems to be bearing down on us, which indeed it is - only five and one half weeks. Which reminds me; I must get around to completing the draft of my discussion.

Looking forward to seeing you in September, I am,

Sincerely yours,

James H. Womack



ST. STEPHEN'S UNITED METHODIST CHURCH

4625 JUAN TABO, N.E. MAIL: 10218 CIELITO LINDO, N.E.
ALBUQUERQUE, NEW MEXICO 87111

CYRIL STONE
PASTOR
PHONE: 296-9061

July 15, 1975

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

Dear Jim,

I appreciated your first draft of your paper. It has valuable reference and content.

Our research has turned up a few things we have used in the New Mexico Conference and I am enclosing a document for your file. This was sent to every local Church Pastor and Pastor Parish Relations Committee Chairperson. We have not received response from our Conference Statistician as yet to tell what impact was made, but there was an increase of approximately \$500.00 apparent in the average annual salary for the Annual Conference this year.

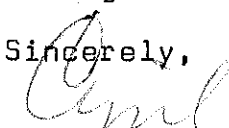
It may be good for Equitable Salaries Commissions to offer to local churches a break down of "out of pocket" costs of ministry before a minister has purchasing power, such as:

1. Life and Hospital Insurance proportionate costs
2. Social Security (which many ministers pay in full as "self employed" persons - 8.8% in 1975 (?))
3. Annual Conference expense
4. Moving expense from one charge to another
5. Continuing education costs
6. Operational expense, such as travel and auto maintenance for serving the charge.

Also some encouragement to the congregation to sincerely study their own stewardship in all phases of finance to enable the church and the minister to render the most effective ministry possible.

I hope this helps some in formulating a second draft.

Sincerely,


Cyril Stone

THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church

Reply to:

109 Memorial Drive, N.W.
Decatur, Alabama 35601
August 21, 1975

THE STEERING COMMITTEE

James D. Archer
Chairman

Patrick Flaherty
North Central Jurisdiction

Matthew Gates
Northeastern Jurisdiction

Cyril Stone
South Central Jurisdiction

James H. Womack
Southeastern Jurisdiction

Harold C. Knudsen
Western Jurisdiction

Byron L. White
Secretary-Treasurer

To: The Steering Committee

Dear Colleagues:

September 21 is just around the corner. I trust you are all up to date with your work in preparation for the Consultation. I am enclosing a copy of the amended agenda for your consideration. Go over it carefully and see if you agree. You will note that it calls for the Steering Committee to come in on Sunday evening as we decided to forego the August meeting. Also, take note of the fact that the Steering Committee must plan to stay beyond the Consultation for the finalization of our petitions to the General Conference and for evaluation.

Byron White tells me that the registrations are coming in good and perhaps he can give us a report at our next Conference call. The only thing that is really hanging in the balance is our secretarial help. I have been in contact with Frank Stever of the Missouri West Conference regarding this and he is to let me know something this evening perhaps. Byron is getting anxious about this and perhaps has an alternative if Frank Stever cannot produce. Give some thought to this important matter!

I shall place a conference call to you on Thursday, September 4, at 10:00 A.M. CDST. Please respond by return mail as to your availability on this date and the telephone number at which you can be reached. In the meantime, I am asking Jim Womack to send you a copy of the paper he and Dr. M.L. Roberts has worked out. It will be helpful if you will have the amended agenda before you plus any other questions or contributions you wish to offer for the Conference call.

Pat, can you check on facilities for Sunday evening, September 21? Hopefully, we can use the facilities at St. Paul. If not arrange for lodging and a meeting room.

Don't forget the Conference call - September 4!
I am,



Do this, if possible, in time for Conf. call

TENTATIVE PROGRAM

NATIONAL CONSULTATION ON EQUITABLE SALARIES

September 23-25-1975

SUNDAY, SEPTEMBER 21-

6:00 P.M. Steering Committee meets (Pat Flaherty will arrange meeting place.)

MONDAY, SEPTEMBER 22-

8:30 A.M. Steering Committee meets

TUESDAY, SEPTEMBER 23-

8:30 A.M. Steering Committee meets

10:30 A.M. Registration- Byron L. White

12:00 Noon LUNCH

1:30 P.M. Call to order in General Assembly Room

-Welcome and Devotional by Resident Bishop

-Recognition of Rev, Frank Stever, Missouri-West Conf. Chm.

-Opening Address- James D. Archer

2:30 P.M. Presentation of Basic Equitable Salary Paper- James Womack/
Cyril Stone

3:30 P.M. BREAK

4:00 P.M. First Workshop Session

-Group A. Relationships of Equitable Salaries to Career
Development- Kenneth M. Lambert

-Group B. Salary Guidelines for Churches NOT receiving Equitable
Salary Supplements- James H. Womack

-Group C. Relationship of Salary Supplement to Mission Charges-
Harold C. Knudsen

-Group D. The Basic Salary Plan- Patrick Flaherty

-Group E. Salary Guidelines for Charges RECEIVING Equitable
Salary Supplements- Cyril Stone

5:00 P.M. BREAK FOR DINNER

7:00 P.M. Second Workshop Session

-Group A- James Womack

-Group B- Harold Knudsen

-Group C- Pat Flaherty

-Group D- Cyril Stone

-Group E- Ken Lambert

8:00 P.M. BREAK

8:15 P.M. Third Workshop Session

-Group A- Harold Knudsen

-Group B- Pat Flaherty

-Group C- Cyril Stone

-Group D- Ken Lambert

-Group E- James Womack

9:15 P.M. INFORMAL COFFEE HOUR

9:45 P.M. Steering Committee Meets

WEDNESDAY, SEPTEMBER 24-

8:30 A.M. General Assembly - Devotional and Announcements

9:00 A.M. Fourth Workshop Session

-Group A- Pat Flaherty

-Group B- Cyril Stone

-Group C- Ken Lambert

-Group D- James Womack

-Group E- Harold Knudsen

10:00 A.M. BREAK

10:15 A.M. Fifth Workshop session

- Group A- Cyril Stone
- Group B- Ken Lambert
- Group C- James Womack
- Group D- Harold Knudsen
- Group E- Pat Flaherty

- 11:15 A.M. BREAK
- 11:30 A.M. General Assembly- James Archer will lead discussion of ideas of general interest not covered in workshops
- 12:15 P.M. BREAK FOR LUNCH
- 1:30 P.M. General Assembly- Continuation of general discussion
- 2:45 P.M. BREAK
- 3:00 P.M. Representative of Bishops, Council on Finance and Administration and Board of Global Ministries can offer insight into where we are with Equitable Salaries as they see it emerging from our discussions
- 3:45 P.M. General Assembly- Begin perfecting Basic C.E.S. paper that was read and distributed on Tuesday at first session. Also general discussion if needed
- 5:00 P.M. BREAK FOR DINNER
- 7:00 P.M. General Assembly for announcement of rooms and leaders- Discussion of items of general interest emerging from previous sessions- Perhaps the Bishops and other representatives could moderate these.
- 9:00 P.M. INFORMAL COFFEE HOUR
- 9:45 P.M. Steering Committee meets

THURSDAY, SEPTEMBER 25-

- 8:30 A.M. General Assembly- Devotional and Announcements
Discussion and decisions of future Consultations
Selection of a Steering Committee
- 9:15 A.M. Rough formulation of Petitions to the General Conference
- 10:15 A.M. BREAK
- 10:30 A.M. Continuation of perfecting Petitions
- 12:00 Noon BREAK FOR LUNCH
- 1:30 P.M. General Assembly (if needed) Finalizing of Petitions and summary of Consultation
- 3:00 P.M. Adjournment
- 4:00 P.M. Steering Committee meets to get Petitions in order for presentation to the General Conference and to evaluate our sessions.

FRIDAY, SEPTEMBER 26-

- 8:30 A.M. Steering Committee meets to complete their work

THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church

Reply to:

THE STEERING COMMITTEE

James D. Archer
Chairman

Patrick Flaherty
North Central Jurisdiction

Matthew Gates
Northeastern Jurisdiction

Cyril Stone
South Central Jurisdiction

James H. Womack
Southeastern Jurisdiction

Harold C. Knudsen
Western Jurisdiction

Byron L. White
Secretary-Treasurer

Byron Lee White
P. O. Box 97
Berry, AL 35546

Aug. 75

*James Womack
2143 Ferncliff Rd.
Charlotte N. C. 28211*

Dear Equitable Salariss Person,

This letter is to confirm that you are registered for "The Consultation" in Kansas City, September 23-25, 1975.

Your accommodations as requested by you are:

Arranged by you -

Registration Fee Paid: *no*

Enclosed is a schedule for your information.

See you in Kansas City.

Sincerely yours,

Byron Lee White

Byron Lee White
Secretary

llw

Enclosure: Schedule



St. Paul's United Methodist Church

223 Hillside Street
ASHEVILLE, NORTH CAROLINA 28801

JOEL T. KEY, Minister

Church 252-6512
Parsonage 252-4116

August 14, 1975

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

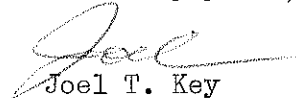
Dear Jim,

Thank you for the registration form for the National Consultation on Equitable Salaries. I have completed the form and am sending it on to Byron White.

I have made the necessary airlines reservations and will plan to see you in Kansas City on September 23. I will probably see you at some meeting between now and then, but my plans are all complete for the Kansas City meeting.

I do hope you have a good vacation trip.

Cordially yours,


Joel T. Key

August 13, 1975

Dr. Julian A. Lindsey
The Reverend Joel Key

Dear Friends:

The registration forms for the National Consultation On Equitable Salaries came in today's mail, and I am enclosing one for each of you. Please complete it, and return it directly to Byron White at the address shown. I will take care of the \$20. registration fee for the Conference.

He and I will be on "vacation" at that time, and we will be getting into Kansas City on Sunday the 21st. so that I can meet with the Steering Committee. We will be staying at one of the nearby motels, and we plan to go on to Texas from there, so the two of you may want to get together on travel, etc.

I am delighted that both of you are going to be out there with us, and I look forward to being with you then.

Sincerely,

James H. Womack

THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church

Reply to:

THE STEERING COMMITTEE

James D. Archer
Chairman

Patrick Flaherty
North Central Jurisdiction

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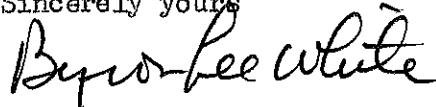
August 11

Dear Equitable Salaries Person

Enclosed you will find your registration form for the consultation at Kansas City September 23-25, 1975. Please read the form carefully, follow each directed step, and return to me before or on September 3, 1975. If you need additional forms, please call me collect at 689-4691 or 689-4585.

See you in Kansas City.

Sincerely yours



Byron Lee White
Secretary

llw

Enclosure: Form

THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church

September 12, 1975

Reply to:

THE STEERING COMMITTEE

James D. Archer
Chairman

Patrick Flaherty
North Central Jurisdiction

Matthew Gates
Northeastern Jurisdiction

Cyril Stone
South Central Jurisdiction

James H. Womack
Southeastern Jurisdiction

Harold C. Knudsen
Western Jurisdiction

Byron L. White
Secretary-Treasurer

Dear Equitable Salaries Person;

Enclosed is a long awaited schedule and some helpful information.

Rooms are available on Monday and/or Friday for those who come early or stay late.

Linens are provided for those who are staying at St. Paul's.

We ask you to please plan to eat your meals on campus, since the Consultation has made reservations for 100 persons.

(Meals cost: \$6.00 per day)

You are to provide your own transportation from the airport. Neither the school nor the Consultation has transportation services available.

So far your personal room requests have been taken care of. Your room number is:

NA

Since the beginning, money donations have been on a volunteer basis. Originally, we decided on \$20.00. Then we asked for \$20.00 more. Now we are asking for a \$20.00 registration fee for the Kansas City Consultation. Total amount per conference being \$60.00.

Come to: St. Paul's School of Theology
Continuing Education Center
1515 Denver Street
Kansas City, Missouri 64127
Telephone No. 816-483-9600

Hope all this will be helpful to you. Look forward to seeing you in Kansas City.

Sincerely,



Byron L. White
Sec.-Registrar

1 encl
bse/BIW

able to house all participants. However, all meals will be available at the school.

AGENDA:

The Steering Committee is presently at work on agenda items. It is our desire to structure the agenda so as to best serve those attending the Consultation. We will be happy to consider any agenda items that are of great concern to you.

STEERING COMMITTEE FUNDING:

Since there are no funds available from the General Church for this type of activity, the original participating Annual Conferences agreed to contribute \$20.00 each to get the National Consultation under way. As this money is used, the treasurer requests additional funds from these Conferences. However, it would be most helpful if all Conferences across the nation would participate in this endeavor. Funds are needed to put together a meeting on a national scale and your prompt response in this area will be greatly appreciated. Send checks made out to, NATIONAL CONSULTATION ON EQUITABLE SALARIES, to:

The Rev. Byron L. White
Hargrove Memorial United Methodist Church
1812 Hargrove Road, East
Tuscaloosa, Alabama 35401

INFORMATION REQUESTED:

1. Names and address of your Commission chairperson and secretary.
2. Statement of interest in participating in the National Consultation on Equitable Salaries.
3. Copies of 1975 Equitable Salaries program.

Send to:

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

AN INVITATION TO ATTEND

the

NATIONAL CONSULTATION ON EQUITABLE SALARIES

Saint Paul School of Theology

Kansas City, Missouri

Tues - Thurs
September 23-26, 1975

To: Chairpersons,
Conference Commissions on Equitable Salaries

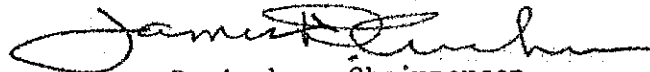
Dear Colleagues:

The Steering Committee of the National Consultation on Equitable Salaries joins me in extending your Conference Commission on Equitable Salaries an invitation to send representatives to the 1975 National Consultation on Equitable Salaries. It is our hope that you will respond to this invitation by beginning now to make plans to send representatives. Further explanation and information concerning the Consultation will be made as this communication develops.

Perhaps you are not aware of the work of the National Consultation on Equitable Salaries. Let me briefly give you the background. After struggling with the Commission's responsibilities for some time after the change in name from the Minimum Salary Commission to the Equitable Salary Commission, the North Alabama Conference Commission felt that since there was no one beyond the Annual Conference level responsible for Equitable Salaries that 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 Conferences invited responded by sending representatives to the first Consultation.

on Equitable Salaries, held in Birmingham, Alabama in February of 1974. Four significant things happened: (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. The definition will be finalized at the 1975 Consultation. (3) Participants felt there was a definite need to continue the Consultation and expand it to include every Commission of every Annual Conference in the United States. (4) A Steering Committee, composed of James D. Archer, James H. Womack, Matthew Gates, Patrick Flaherty, Harold Knudsen, Cyril Stone and Byron L. White, was selected to plan for and promote the 1975 Consultation on Equitable Salaries. All Jurisdictions of the Church are represented on this Committee.

We look forward with eagerness to your participation and support.


James D. Archer, Chairperson
The Steering Committee

FOR:

- Chairpersons, Conference Commissions on Equitable Salaries
- Vice-chairpersons, 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 attend.

PURPOSE:

Perhaps some of you are asking, "Why have a meeting of leaders of Commissions on Equitable Salaries?" Especially, when travel is expensive and time is at a premium.

But it seems of vital importance that we become involved across the nation to perceive more clearly our new responsibilities and our new possibilities. There are areas where we have had difficulty in shifting from "Minimum Salary" to the full potential of Equitable Sal-

aries. It may be that we can open some new horizons and find some new understandings by sharing together our problems, our frustrations and our needs. It just may be that some of us have findings that may be life savers to others. Such a meeting may come as a group approach to solutions that are not easily available to us as individuals. Here are some of the purposes for research at a meeting such as is planned:

1. To clarify and detail the purposes and responsibilities of the Commission on Equitable Salaries in the Annual Conference.
2. To pursue, in depth, the various areas of concern and responsibility and, to attempt to find where we may establish some common bases for all Annual Conferences in terms of salary, travel allowances, utilities, housing and fringe benefits for which the Commission on Equitable Salaries has responsibility.
3. 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" levels. For instance, is there a need for us to assist both Pastor-Parish Relations Committees and pastors alike to understand the various forms of distribution of the pastor's salary and thus develop a better means of negotiating together to arrive at a truly equitable salary in each charge?
4. To provide time for informal periods wherein we may talk about our common needs, problems, policies and programs and share our written reports as established by the various Annual Conferences.
5. To determine areas wherein we may wish to memorialize the General Conference in matters concerning Equitable Salaries.
6. To strengthen and support each other as we grapple with items that are alike and different in responding to needs in the Annual Conferences.

COST:

Each Annual Conference will be responsible for all costs involved in sending representatives to the National Consultation on Equitable Salaries. However, the Steering Committee is conscious of soaring costs and has arranged for the use of the facilities of the Saint Paul School of Theology. The cost of room and board per day per person at present is approximately \$13.00. Of course, you realize that the fare will be subject to inflation. Nearby motels are available should the school not be

Registration Information National Consultation on Equitable Salaries

WHEN:

- September 23 - 25, 1975

WHERE:

- The Don Holter Center for Renewal
Saint Paul School of Theology
Kansas City, Missouri

FOR:

- Officers, Conference Commissions on Equitable Salaries
- Other concerned members of Conference Commissions on Equitable Salaries
- Conference staff related to the Commission on Equitable Salaries
- Interested persons from other Boards and Agencies of the Church.

AGENDA:

- The Steering Committee has structured the agenda so as to best serve the needs of those attending
- The agenda will include participation in five workshops dealing with the following areas of concern:
 - Relationships of Equitable Salary to Career Development
 - Salary Guidelines for Charges Whose Salary is Supplemented by the Commission on Equitable Salaries
 - Relationship of Salary Supplements to Mission Charges
 - Salary Guidelines for Churches Whose Salary is not Supplemented by the Commission on Equitable Salaries
 - The Basic Salary Plan
- Plenary Sessions
- Informal Sharing Sessions

REGISTRATION FEE:

- Since there are no funds available from the General Church for such a venture as this, a registration fee of \$20.00 will be charged each Annual Conference or Agency attending the Consultation. This fee can be paid upon arrival at the Consultation. The purpose of this fee is to cover the administrative costs of the Consultation.

ACCOMMODATIONS:

- St. Paul facilities (two to a room for the Consultation) \$15.00 each.
- Motels (per day):
 - Quality Inn - Stadium;
Telephone (816) 861-6660
Rates: \$13.50 single, \$16.50 double, \$24.50 quad
 - Ramada Inn - Stadium
Telephone (816) 861-5600
Rates: \$12.00-\$14.00 single, \$15.50 double, \$24.00 quad
 - Plaza Inn at 45th and Main
Telephone (816) 753-7400
Rate: No information given
- Meals:
 - The Dining Hall of St. Paul will be open for any or all meals at the following approximate rates:
 - Breakfast \$1.50
 - Lunch 2.00
 - Dinner 2.50
 - Other near-by restaurants
- **NOTE: Consultation participants planning to bring their spouses should plan to stay in a motel as St. Paul does not have adequate facilities for this kind of arrangement.**

PURPOSE:

- To clarify and detail the purposes and responsibilities of the Commission on Equitable Salaries in the Annual Conference.

- To pursue, in depth, the various areas of concern and responsibility and, to attempt to find where we may establish some common bases for all Annual Conferences in terms of Salary, travel allowances, utilities, housing and fringe benefits for which the Commission on Equitable Salaries has responsibility.
- To collectively gain some understanding of the full responsibility of the Annual Conference, beyond the "minimum" levels.
- To provide time for informal periods wherein we may talk about our common needs, problems, policies and programs and share our written reports as established by the various Annual Conferences.
- To determine areas wherein we may wish to petition the General Conference in matters concerning Equitable Salaries.
- To strengthen and support each other as we grapple with items that are alike and different in responding to the needs in the Annual Conferences.

THE STEERING COMMITTEE:

- James D. Archer, Chairman
- Matthew Gates, Northeastern Jurisdiction
- Patrick Flaherty, North Central Jurisdiction
- James H. Womack, Southeastern Jurisdiction
- Cyril Stone, South Central Jurisdiction
- Harold C. Knudsen, Western Jurisdiction
- Byron L. White, Secretary-Treasurer

IMPORTANT INFORMATION:

- All registrations must be in the hands of the Secretary on or before September 3, 1975.
- The Consultation will begin with registration at 10:30 a.m. on Tuesday, September 23 and conclude at 3:00 p.m. on

Thurs. Sept. 25

SOUTHEASTERN Jurisdiction

EQUITABLE SALARIES

	FTLP	PTLP	SLP	TLP	#PC	MFC	%	PROB	%	ASSOC	%	TLP	%	MFC	ASSOC	PROB	FTLP	PTLP	SLP	ADDITIONAL
Ala.W.F. *	18	31	23	72	393	251	63	12	3	30	8	72	18	8000	6500	8000	5800			
Fla. *	37	49	3	89	594	488	82	53	9	23	4	89	15	7500	6600	7300	6200			
Hols.	44	41	23	108	529	341	64	27	5	47	9	108	20	8400	7650	8400	7050			Travel Equitable
Kentucky	11	27	24	62	326	122	37	20	6	19	6	62	19	8000	6200	8000	5400			
Louisville	31	12	15	58	282	163	58	20	7	31	10	58	21	7400	6000	7400	5800			
Memphis	17	15	27	59	280	195	70	23	8	23	8	59	21	8400	7400	8400	6900			
Mississippi	33	19	12	64	380	215	57	8	2	22	6	64	17	7400	6000	7000	5800			
N. Alabama	26	85	35	146	572	374	58	21	3	29	5	146	26	7200	5700	5700	5000			
N. Carolina *	15	31	17	63	323	162	50	20	6	37	11	63	20	8200	6700	7200	6399			
N. Georgia	19	47	73	139	604	430	71	49	8	22	4	139	22	9000	9000	8000	8000			
N. Mississippi	27	9	17	53	273	176	64	8	3	18	7	53	19	7926	6950	7466	6370			
S. Georgia *	31	17	20	68	374	279	75	20	5	28	7	68	18	7500	6600	6600	6400			
Tennessee	17	15	27	59	280	195	70	23	8	23	8	59	21	8400	7400	8400	6900			
Virginia	76	23	22	121	789	551	70	44	6	66	8	121	15	8800	8200	8200	7600			
W. N.C.	41	21	29	91	706	560	79	53	7	52	7	91	13	8100	7700	8100	7500			
Totals	482	473	403	1252	6950	5038		487		522		1252								
Average	30	29	25	84	463	314	64	30	6	32	7	83	18	7926	6950	7466	6370			

* denotes 1974

Conference Southeastern

Source _____

I. Lay Pastors

A. Total of Full time Lay Pastors	<u>482</u>	30.12
B. Total of Part Time Lay Pastors	<u>473</u>	29.56
C. Total of Student Lay Pastors	<u>403</u>	25.18
D. Total of all Lay Pastors	<u>1348</u>	84.25

II Totals of Annual Conference

Pastoral Categories in relation to Pastoral Charges

A. Number of Pastoral Charges	<u>6950</u>	463.3	_____ %
B. Number of Members in full Connection	<u>5038</u>	314.8	716.4 %
C. Number of Probationers	<u>487</u>	30.43	6.2
D. Number of Associates	<u>522</u>	32.62	7.13
E. Total Lay Pastors	<u>1388</u>	83.62	18.6%
F. Other Pastoral Appointments	_____	_____	_____ %

III. Minimum Salaries

- A. Full Members 7226
- B. Associate Member 6950
- C. Probationary Member 7466
- D. Full Time Lay Pastors 6370
- E. Part Time Lay Pastor _____
- F. Student Lay Pastor _____
- G. Additional Benefits other than Salary:

HAROLD SEDREL
MANAGEMENT CONSULTANT

PHONE:
(309) 788-1207

3401 36th STREET
ROCK ISLAND, ILL.
61201

SUBJECT: Salary Setting Guidance Needed by Most Local Churches

Every local church needs some type of criteria or salary guide to use in setting the pay level of their pastor. Few have any guidance or ground rules to use.

The area judicatory (District, Association, Presbytery, Diocese, Classis, etc.) should provide this type of guidance for the consideration of the local church board.

The "Salary Guide for Pastors" provides a simple inexpensive method for a judicatory to use to issue clearcut, reasonable, scripturally-sound guidelines to its local churches:

1. A judicatory can buy a supply of this 4-page "Salary Guide for Pastors" (\$3.00 for 10; \$15.00 for 100; \$85 for 1000). Or, the judicatory can arrange to modify this copyrighted material and reproduce a guide for itself.
2. The judicatory would prepare a two-page $5\frac{1}{2} \times 8\frac{1}{2}$ insert (or a 4-page $5\frac{1}{2} \times 8\frac{1}{2}$ folded cover) to send with this "Salary Guide for Pastors". One page would contain a message from the judicatory. Another page would provide the estimates of "median family income" for the counties in the judicatory, and, preferably, for the cities with population over 2,500, also.

An individual local church can use this Salary Guide simply by making its own estimate of the "median family income", or by requesting the estimate, as explained on the reverse side.

Respectfully,



HAROLD SEDREL

HOW TO MAKE OR OBTAIN
CURRENT "MEDIAN FAMILY INCOME" ESTIMATES

I. Simplest Methods: Any church can use one of the following methods to make a reasonably accurate estimate of current "median family income" for its own community.

A. "Survey of Buying Power" Method:

1. Refer to the current issue of Sales Management magazine's "Survey of Buying Power", which is published in July of each year. This is the resource magazine that sales and marketing executives throughout the United States use to measure performance, allocate advertising sales markets, and divide sales territories. It has been the "bible of selling for 45 years."

Many libraries, Chamber of Commerce offices, and states offices of church denominations have a copy of this Survey of Buying Power, or have access to it.

2. Extract "Median Hsld EBI" (Median Household Effective Buying Income) data, which is provided for the previous year, for your county. 1975 estimates were given in the July 1976 Survey. "EBI" is "income after federal, state and local taxes" -- disposable income.

3. Multiply "Median Hsld EBI" for your county by the factor "1.15" to convert it into an estimate of current "median family income", that is for 1976. This factor makes an adjustment for a number of items, including: "income after taxes"; updating to the current year; and elimination of the non-cash income which is included in "EBI" -- imputed income and income-in-kind. This simple computation provides an estimate which is a little low in some lower income counties, and a little high in some higher income counties.

4. Assume that the county income level is also an accurate estimate for your community, unless there is concrete information indicating a significant difference, higher or lower. In agricultural areas, county seat income levels are usually a little higher than the county average; small town and rural areas are a little lower. In a metropolitan county, there are usually significant variances in income levels between cities within the county.

B. "Census Up-Date" Method:

1. Extract "median family income, 1969" data for city or county from 1970 U. S. Census report.

2. Assume that the increase in your local community is equal to the national average increase, as reported annually in the Dept. of Commerce P-60 report series.

The increase from
1969 through 1974 was: 36%

Estimated increases are:
1969 through 1975: 46%
1969 through 1976: 57%
1969 through 1977: 70%

C. "Estimate Locally" Method:

1. List a sample of middle income level families of the congregation.

2. Have a small committee estimate the family income level of each.

3. Average this data, or select the median.

D. (If estimates are made using the "Survey of Buying Power" or "Census Up-Date" method, it would be appreciated if two copies of the estimates and any salary guide and related material which is used were sent to me.)

II. More Accurate Method: A more accurate estimate can be made by utilizing additional Survey of Buying Power data that is provided for your county, by using U. S. Census data for your county and the larger cities, and by studying the trend reports and County Business Pattern reports from the U. S. Dept. of Labor and the U. S. Dept. of Commerce.

1. You can obtain these more accurate estimates from me for any county, for any city with a population of over 2,500, and for any county seat. The fee for preparing such estimates is: \$3.00 for the county estimate, only; \$5.00 for both the county and your city.

2. Lower rates are charged for a group of estimates covering an entire judicatory. There is a base fee of \$10.00, plus \$1.00 for each county. If estimates for cities are also requested, there is a charge of \$1.00 for each city.

3. In agricultural areas, an estimate can be made for the "rest of county", if an estimate has been requested for the county, the county seat, and cities over 2,500. The charge for the "rest of county" estimate is \$2.00. "Rest of county" is almost always slightly lower than the income level of the entire county.

Prepared by: Harold Sedrel
Management Consultant
3401 36th Street
Rock Island, Ill
61201

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NORTH CENTRAL JURISDICTION

MIN. SALARIES

	FTLP	PTLP	SLP	TLP	#PC	MFC %	PROB %	ASSOC %	LP %	OTHERS %	MFC	ASSOC	PROB	FTLP	PTLP	SLP	ADD.
C. Illinois	17	17	41	75	409	340/83	26 / 6	43 /11	75/18		9050			8200			
Detroit 74	21	9	1	31	397	345/ 87	25/ 6	25/ 6	31/8		8300			7300			
E. Ohio	21	38	32	91	635	490/ 77	28/ 4	35/ 6	91/ 14		7000			7000		5500	P&T
Iowa	25	12	11	48	566	456/81		27/ 5	48/ 8		9000						
Minnesota	5	2	2	9	306	273/89	14/ 5	1/ .3	9/ 3		8976	7978	7978				
N. Dakota	0	1	0	1	90	77/ 86	3 / 3	5/ 5	1/ 1		8500			8600			
N. Illinois	8	9	11	28	380	351/ 92	34/ 9	3 / .7	28/ 7		7700			7700			
N. Indiana	12	46	53	111	509	372/73	38/ 7	25 / 5	111/22		6900			6450			
S. Dakota	1	2	2	5	115	93/ 81	15 / 13	3/ 3	4/ 4								
S. Illinois	13	8	9	30	234	139/59	7 / .03	37/15	30/13		9000	8000		7400			
S. Indiana	15	34	16	65	525	321/61	29/ 6	69/ 13	65/12	35/ 7	7800	7800	7800	7800			
W. Michigan	31	16	3	50	313	229/73	14/4	20/6	50/16		7600			6600			
W. Ohio 74	21	61	40	122	978	622/64	35/ 4	78/8	122/12		9741			6800		5100	
Wisconsin	1	10	3	14	330	309/91	24/7	15/5	14/4		8600			7550			
Totals	191	265	224	680	5787	4417/ 78.3	292/5	386/7	680/7								
Avg.	13.6	18.9	16	48	413	3.5	20.8	27.5	48.7		8320.53	7926	7889	7345.45			

NORTHEASTERN Jurisdiction

EQUITABLE SALARIES

	FTLP	PTLP	SLP	TLP	#PC	MFC	%	PROB	%	ASSOC	%	TLP	%	MFC	ASSOC	PROB	FTLP	PTLP	SLP	ADDITIONAL
Baltimore	28	34	20	82	533	420	78	33	6	40	8	82	15	7500	7560	7500	7500		5500	
C. New York	3	18	9	30	170	113	66	9	5	14	8	30	18	8000	7500	7100	7000			
C. Penn.	22	13	14	49	503	352	69	24	4	49	9	49	9	7900	7300	7400	6800		600	
E. Penn.	19	39	9	67	445	358	80	30	6	12	2	67	15	8000	7600	7800	6900			
Maine	7	3	5	15	126	56	44	15	12	10	8	15	12	7500	6300	6500	6100			
New Hampshire	2	1	2	5	73	43	59	5	7	5	7	5	7	7000	6500	6500	6000			
New York	8	11	4	23	420	361	86	17	4	22	5	23	5	8300	8300	8300	7300			
N. New Jersey	21	13	20	54	221	168	74	10	4	1	.4	54	24	8900	7750	8250	7000			
N. New York	13	8	1	22	130	65	50	5	4	16	12	22	17	6300	6300	6300	6300			
Peninsula	0	15	17	32	226	141	62	19	8	35	15	32	14	9200	9200	9200	7700		7700	
S. New England	7	20	5	32	280	224	80	11	4	4	1	32	11	7225	6800	6800	6375			
S. New Jersey	15	62	6	83	294	193	65	26	8	17	5	83	28	8500	8500	8000			6500	
Troy	17	14		32	238	148	62	8	3	9	4	32	13	8200	8200	8200	7200			
W. New York	7	13	14	34	237	167	70	13	5	19	8	34	14	7650	7150	7650	7150			
W. Penn.	16	40	14	70	627	440	70	38	6	74	12	70	11	8600	8400	8600	7800			
W Virginia	67	72	22	161	545	298	54	17	3	69	12	161	29	7425	6375	5100	5800		5100	
Wyoming	28	18	4	50	186	115	62	7	4	8	4	50	27	6900	6600	6690	6400		4800	
Total.	280	394	168	842	5254	3662		287		404		841								
Average	16	23	9.8	49	309	215	70	16	5	23	8	49	16	7829	7427	7403	6834			

EQUITABLE SALARIES

SOUTHCENTRAL JURISDICTION

	FTLP	PFLP	SLP	TLF	#PC	MFC	%	PROB	% ASSOC	% TLP	% MFC	ASSOC	PROB	FTLP	PTLP	SLP	ADDITIONAL			
C. Texas	3	7	8	18		190		29	3	18		7200	6000	6000		5040				
Kansas East	10	8	6	24	232	160	69	11	5	11	5	24	10	8400	8000	8000				
Kansas West	9	4	2	15	296	234	79	15	5	13	4	15	5	8150	8150	8150	5000			
Little Rock	11	9	7	27	190	125	66	5	3	16	9	27	14	7000	7000	7000	6000			
La.	22	27	6	55	354	244	69	14	4	36	10	55	16	5600	5600	5600	5600	4600	\$300 per church \$300 per dep. child	
Mo. East	18	17	14	49	275	161	59	12	4	26	9	49	16	8000	8000	8000	8000		Utilities	
Mo. West	19	25	16	60	380	211	55	12	3	29	8	60	16	8000	8000	8000	8000			
Neb.	2	8	1	11	253	229	88	12	5	15	6	11	4	7700	7700	7700	7700		Travel.15/mile Utilities medical Determined by D.S. on need and resourc	
N.M.	5	8	8	21	114	92	80	7	6	4	4	21	18	6880	6800	6800	6600			
N. Ark.	12	12	41	65	218	141	65	6	3	23	11	65	29	6000	6000	6000		4200	5000	\$100 @dep. child
N. Texas	10	13	15	38	241	290	120	16	6	3	1	38	16	7560			6264		4752	Auto Utility Allow.
Oklahoma	43	24	31	98	457	304	67	31	8	15	3	98	21	6500	6000	6000	6000			
N.W. Texas	10	5	10	25	212	163	77	5	2	19	9	25	12	6520	5250	6250	5000		4500	Travel 12¢/mi.
Rio Grande	16	0	3	19		40		0		31		19		6000	5700		5400			
S.W. Texas	13	16	1	30	269	228	84	10	3	2	.7	30	11	8400		8400	7400			\$66.67 @ add. yr.
Texas	28	28	26	82	518	368	71	50	10	23	4	82	16							
Okla. Ind. Mis	5	0	1	6	59	32	54	0		24	40	6	11	6000	5600		5400	2700		
Total	236 236	211	196	643	4069	3331	235			293		643								
Average	13.8	12	11	37	271	195	81	13	5	17	7	39	15	7094	6700	6977	6600	4375	4984	

SOUTHEASTERN Jurisdiction

EQUITABLE SALARIES

	FTLP	PTLP	SLP	TLP	#PC	MFC	%	PROB	%	ASSOC	%	TLP	%	MFC	ASSOC	PROB	FTLP	PTLP	SLP	ADDITIONAL	
Ala.W.F. *	18	31	23	72	393	251	63	12	3	30	8	72	18	8000	6500	8000	5800				
Fla. *	37	49	3	89	594	488	82	53	9	23	4	89	15	7500	6600	7300	6200				
Hols.	44	41	23	108	529	341	64	27	5	47	9	108	20	8400	7650	8400	7050			Travel Equitable	
Kentucky.	11	27	24	62	326	122	37	20	6	19	6	62	19	8000	6200	8000	5400				
Louisville	31	12	15	58	282	163	58	20	7	31	10	58	21	7400	6000	7400	5800				
Memphis	17	15	27	59	280	195	70	23	8	23	8	59	21	8400	7400	8400	6900				
Mississippi	33	19	12	64	380	215	57	8	2	22	6	64	17	7400	6000	7000	5800				
N. Alabama	26	85	35	146	572	374	58	21	3	29	5	146	26	7200	5700	5700	5000				
N. Carolina *	15	31	17	63	323	162	50	20	6	37	11	63	20	8200	6700	7200	6399				
N. Georgia	19	47	73	139	604	430	71	49	8	22	4	139	22	9000	9000	8000	8000				
N. Mississippi	27	9	17	53	273	176	64	8	3	18	7	53	19	7926	6950	7466	6370				
S. Georgia *	31	17	20	68	374	279	73	20	5	28	7	68	18	7500	6600	6600	6400				
Tennessee	17	15	27	59	280	195	70	23	8	23	8	59	21	8400	7400	8400	6900				
Virginia	76	23	22	121	789	551	70	44	6	66	8	121	15	8800	8200	8200	7600				
W. N.C.	41	21	29	91	706	560	79	53	7	52	7	91	13	8100	7700	8100	7500			Travel 1200.00	
Totals	482	473	403	1252	6950	5038		487		522		1252									
Average	30	29	25	84	463	314	64	30	6	32	7	83	18	7926	6950	7466	6370				

* denotes 1974

Conference New Hampshire Source Journal - 1975

I. Lay Pastors

A. Total of Full Time Lay Pastors	<u>2</u>
B. Total of Part Time Lay Pastors	<u>1</u>
C. Total of Student Lay Pastors	<u>2</u>
D. Total of all Lay Pastors	<u>5</u>

II. Totals of Annual Conference

Pastoral Categories in relation to Pastoral Charges

A. Number of Pastoral Charges	<u>71</u>	<u> </u> %
B. Number of Members in Full Connection	<u>56</u>	<u>79</u> %
C. Number of Probationers	<u>6</u>	<u>8</u> %
D. Number of Associates	<u>5</u>	<u>7</u> %
E. Total Lay Pastors	<u>5</u>	<u>7</u> %
F. Other Pastoral Appointments	<u> </u>	<u> </u> %

III. Minimum Salaries

A. Full Members	<u>\$7,200</u>
B. Associate Member	<u>6,700</u>
C. Probationary Member	<u>6,700</u>
D. Full Time Lay Pastors	<u>6,200</u>
E. Part Time Lay Pastors	<u> </u>
F. Student Lay Pastor	<u> </u>

G. Additional Benefits other than Salary: Every charge pays full cost of utilities.

Conference West Virginia Source Journal - 1975

I. Lay Pastors

A. Total of Full Time Lay Pastors	<u>216</u>
B. Total of Part Time Lay Pastors	_____
C. Total of Student Lay Pastors	_____
D. Total of all Lay Pastors	_____

II. Totals of Annual Conference

Pastoral Categories in relation to Pastoral Charges

A. Number of Pastoral Charges	<u>597</u>	_____ %
B. Number of Members in Full Connection	<u>366</u>	<u>61</u> %
C. Number of Probationers	<u>61</u>	<u>10</u> %
D. Number of Associates	<u>66</u>	<u>11</u> %
E. Total Lay Pastors	<u>216</u>	<u>36</u> %
F. Other Pastoral Appointments	_____	_____ %

III. Minimum Salaries

		(college and seminary degrees; full connection; ten yrs. experience, full connection)
A. Full Members	(1) <u>\$8,000</u> (2) <u>6,800</u>	(without college and seminary degrees, full connection; less than ten yrs. experience, full connection)
B. Associate Member	<u>6,800</u>	
C. Probationary Member	<u>8,000</u>	(college and seminary degrees) (without college and seminary degrees, \$1,500 single; \$5,100 married)
D. Full Time Lay Pastors	<u>6,300</u>	
E. Part Time Lay Pastors	_____	
F. Student Lay Pastor	<u>5,100</u> (married) <u>4,500</u> (single)	
G. Additional Benefits other than Salary:		

Conference Kansas East Source Journal - 1975

I. Lay Pastors

A. Total of Full Time Lay Pastors	_____
B. Total of Part Time Lay Pastors	_____
C. Total of Student Lay Pastors	_____
D. Total of all Lay Pastors	<u>31</u>

II. Totals of Annual Conference

Pastoral Categories in relation to Pastoral Charges

A. Number of Pastoral Charges	<u>252</u>	_____ %
B. Number of Members in Full Connection	<u>221</u>	<u>88</u> %
C. Number of Probationers	<u>30</u>	<u>12</u> %
D. Number of Associates	<u>10</u>	<u>4</u> %
E. Total Lay Pastors	<u>31</u>	<u>12</u> %
F. Other Pastoral Appointments	_____	_____ %

III. Minimum Salaries

*Base Salary: \$7,300 for full-time service, excluding travel and utilities paid by charge.

- A. Full Members \$7,700 (5 or more years of full-time experience)
See Pages 179-180 in 1975 Journal.
- B. Associate Member _____
- C. Probationary Member _____
- D. Full Time Lay Pastors _____
- E. Part Time Lay Pastors _____
- F. Student Lay Pastor _____
- G. Additional Benefits other than Salary:

*Covers all persons appointed by Bishop to serve full time on a charge.

I. Lay Pastors

A. Total of Full-Time Lay Pastors	<u>10</u>
B. Total of Part-Time Lay Pastors	<u>8</u>
C. Total of Student Lay Pastors	<u>11</u>
D. Total of All Lay Pastors	<u>29</u>

II. Totals of Annual Conference

Pastoral Categories in Relation to Pastoral Charges

A. Number of Pastoral Charges	<u>241</u>	
B. Number of Members in Full Connec.	<u>317</u>	<u>132</u> %
C. Number of Probationers	<u>35</u>	<u>15</u> %
D. Number of Associates	<u>3</u>	<u>1</u> %
E. Total Lay Pastors	<u>29</u>	<u>12</u> %
F. Other Pastoral Appointments	<u> </u>	<u> </u> %

III. Minimum Salaries

A. Full Members	<u>\$7,865</u>	
B. Associate Members	<u> </u>	
C. Probationary Members	<u> </u>	
D. Full-Time Lay Pastors	<u>6,685</u>	(5 or more service yrs.)
E. Part-Time Lay Pastors	<u>5,899</u>	(less than 5 service yrs.)
F. Student Lay Pastors	<u>5,112</u>	(resident and married)
G. Additional Benefits Other Than Salary:	<u>4,326</u>	(resident and single)

(Other categories given on Page 115 in Journal)

Conference Oklahoma Indian Mission Source Journal - 1975

I. Lay Pastors

A. Total of Full Time Lay Pastors	<u> </u>
B. Total of Part Time Lay Pastors	<u> </u>
C. Total of Student Lay Pastors	<u> 1 </u>
D. Total of all Lay Pastors	<u> 7 </u>

II. Totals of Annual Conference

Pastoral Categories in relation to Pastoral Charges

A. Number of Pastoral Charges	<u> 59 </u>	<u> </u> %
B. Number of Members in Full Connection	<u> 34 </u>	<u> 58 </u> %
C. Number of Probationers	<u> 0 </u>	<u> </u> %
D. Number of Associates	<u> 23 </u>	<u> 39 </u> %
E. Total Lay Pastors	<u> 7 </u>	<u> 12 </u> %
F. Other Pastoral Appointments	<u> </u>	<u> </u> %

III. Minimum Salaries

D. S. - \$10,000 (includes utilities and office exp. and travel allowance)
(married)

A. Full Members	<u> \$6,000 </u>
B. Associate Member	<u> 5,600 </u>
C. Probationary Member	<u> </u>
D. Full Time Lay Pastors	<u> 5,400 </u> (unordained)
E. Part Time Lay Pastors	<u> 2,700 </u> (part-time pastors)
F. Student Lay Pastor	<u> </u>

G. Additional Benefits other than Salary:

Conference Rio Grande Source Journal - 1975

I. Lay Pastors

A. Total of Full Time Lay Pastors	_____
B. Total of Part Time Lay Pastors	_____
C. Total of Student Lay Pastors	_____
D. Total of all Lay Pastors	<u>18</u>

II. Totals of Annual Conference

Pastoral Categories in relation to Pastoral Charges

A. Number of Pastoral Charges	<u>96</u>	<u> </u> %
B. Number of Members in Full Connection	<u>56</u>	<u>58</u> %
C. Number of Probationers	<u>1</u>	<u>1</u> %
D. Number of Associates	<u>29</u>	<u>30</u> %
E. Total Lay Pastors	<u>18</u>	<u>19</u> %
F. Other Pastoral Appointments	_____	_____ %

III. Minimum Salaries

A. Full Members	<u>\$6,000</u>
B. Associate Member	<u>5,700</u>
C. Probationary Member	_____
D. Full Time Lay Pastors	<u>5,400</u>
E. Part Time Lay Pastors	_____
F. Student Lay Pastor	_____
G. Additional Benefits other than Salary:	

Conference Alabama-West Florida Source Journal - 1975

I. Lay Pastors

A. Total of Full Time Lay Pastors	<u>22</u>
B. Total of Part Time Lay Pastors	<u>28</u>
C. Total of Student Lay Pastors	<u>21</u>
D. Total of all Lay Pastors	<u>71</u>

II. Totals of Annual Conference

Pastoral Categories in relation to Pastoral Charges

A. Number of Pastoral Charges	<u>403</u>	<u> </u> %
B. Number of Members in Full Connection	<u>313</u>	<u>77</u> %
C. Number of Probationers	<u>28</u>	<u>7</u> %
D. Number of Associates	<u>31</u>	<u>8</u> %
E. Total Lay Pastors	<u>71</u>	<u>18</u> %
F. Other Pastoral Appointments	<u> </u>	<u> </u> %

III. Minimum Salaries (Equitable)

A. Full Members \$8,800

B. Associate Member 7,700

Seminary Student: \$7,000 - married
6,500 - single

C. Probationary Member 8,800

D. Full Time Lay Pastors 7,200

E. Part Time Lay Pastors

F. Student Lay Pastor 5,500 (married)
5,000 (single)

G. Additional Benefits other than Salary:

Conference North Alabama Source Journal - 1975

I. Lay Pastors

A. Total of Full Time Lay Pastors	_____
B. Total of Part Time Lay Pastors	_____
C. Total of Student Lay Pastors	_____
D. Total of all Lay Pastors	<u>178</u>

II. Totals of Annual Conference

Pastoral Categories in relation to Pastoral Charges

A. Number of Pastoral Charges	<u>575</u>	<u> </u> %
B. Number of Members in Full Connection	<u>413</u>	<u>72</u> %
C. Number of Probationers	<u>48</u>	<u>8</u> %
D. Number of Associates	<u>33</u>	<u>6</u> %
E. Total Lay Pastors	<u>178</u>	<u>31</u> %
F. Other Pastoral Appointments	_____	_____ %

III. Minimum Salaries

NOTE: Single ministers receive \$300 less in each classification.

A. Full Members	<u>\$7,800</u> (Seminary graduates)
B. Associate Member	<u>6,000</u>
C. Probationary Member	<u>6,000</u> (Full-time)
D. Full Time Lay Pastors	<u>5,600</u>
E. Part Time Lay Pastors	_____
F. Student Lay Pastor	_____
G. Additional Benefits other than Salary:	

Conference South Carolina Source Journal - 1975

I. Lay Pastors

A. Total of Full Time Lay Pastors	_____
B. Total of Part Time Lay Pastors	_____
C. Total of Student Lay Pastors	_____
D. Total of all Lay Pastors	<u>55</u>

II. Totals of Annual Conference Pastoral Categories in relation to
Pastoral Charges

A. Number of Pastoral Charges	<u>604</u>	<u> </u> %
B. Number of Members in Full Connection	<u>542</u>	<u>90</u> %
C. Number of Probationers	<u>68</u>	<u>11</u> %
D. Number of Associates	<u>39</u>	<u>6</u> %
E. Total Lay Pastors	<u>55</u>	<u>9</u> %
F. Other Pastoral Appointments	_____	_____ %

III. Minimum Salaries

A. Full Members	* <u>\$9,700</u>	(\$9,000 and \$700 travel)
B. Associate Member	<u>7,850</u>	(7,150 and 700 travel)
C. Probationary Member	<u>8,450</u>	(full-time - 7,750 and 700 travel)
	<u>7,000</u>	(not full-time - 6,300 and 700 travel)
D. Full Time Lay Pastors	<u>7,200</u>	(6,500 and 700 travel)
E. Part Time Lay Pastors	_____	
F. Student Lay Pastor	<u>6,600</u>	(5,900 and 700 travel)

G. Additional Benefits other than Salary:

* If man has been in conference for 15 years as effective member, \$600 will be added to his minimum, totaling \$10,300.

STATEMENT OF PURPOSE FOR THE COMMISSION ON EQUITABLE SALARY REPRESENTATIVES, MEETING AT KANSAS CITY MO., 1975 September

Perhaps some of you would be asking, "Why have a meeting of leaders of Commissions of Equitable Salaries?" and especially when travel is expensive and time is at a premium.

But, it seems of vital importance that we become involved across the nation to perceive more clearly our new responsibilities and our new possibilities. There are areas where we have had difficulty in shifting from "minimum salary" to the full potential of Equitable Salary. It may be we can open some new horizons and find some new understandings by sharing together our problems, our frustrations, our needs. It just may be that some of us having findings that may be life savers to others. Such a meeting may come as a group approach to solutions that are not easily available to us as individuals. Here are some of the purposes we would propose for research at a meeting such as is planned:

1. To clarify and detail the purposes and responsibilities of the Commission on Equitable Salaries in the Annual Conferences.
2. 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 terms of salary, travel allowances, utilities, housing, and fringe benefits for which the Commission on Equitable Salaries has responsibility.
3. 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" levels. For instance, is there a need for us to assist both Pastor-Parish Relations Committees and pastors alike to understand the various forms of distribution of the pastor's salary and thus develop a better means of negotiating together to arrive at a truly equitable salary for each charge?
4. To provide time for informal periods wherein we may talk about our common needs, problems, policies, and programs - and share our written reports as established by the various Annual Conferences.
5. To determine areas wherein we may wish to memorialize the General Conference in matters concerning Equitable Salaries.
6. To strengthen and support each other as we grapple with items that are alike and different in responding to needs in the Annual Conferences.

THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

KANSAS CITY, MISSOURI

Meeting of Business Meeting, September 25, 1975

Devotion by: The Reverend Ralph Fellersen

Item No. 1: Motion that the Consultation be continued on a basis of meeting in the Jurisdiction in the winter of 1976-77 and on general level in 1978."

Seconded and carried.

Item No. 2: Discussion of Steering Committee motion that "Steering Committee be empowered to expand to two persons per Jurisdiction."

Amendment: Amended that the Steering Committee be extended to one clergy and one lay.

Amendment defeated.

Substitute Motion: That "Present Steering Committee be permitted to expand realizing the inclusive nature of the United Methodist Church."

Seconded and carried.

Item No. 3: Motion that "Funding be on a more equitable basis as based on per capital expenditures of the Annual Conference."

Substitute Motion: That "Each Annual Conference pay an annual fee of \$40.00 to finance the Steering Committee planning for Jurisdiction and General meetings.

Seconded and carried.

Item No. 4: Motion that "Missions and Mission Conferences be included without assessment.

Seconded and carried.

Item No. 5: Persons not included in attendance sheet:

Elwood Rose
5914 Winding Way
Sylvania, Ohio 43560

Riley Burton
Route 1, Box 82D
Terry, Mississippi 39170

Dick Clark
15 South Locust Street
Colfax, Iowa 50054

Charles Kaiser
Box 604
Vine Grove, Kentucky 40175

Rodrick McLean
5707 Maple
St. Louis 63112

Item No. 6: Motion that "Definition of Equitable Salaries by James Womack and Dr. M. L. Roberts be recommended to each Annual Conference for their inclusion in their conference report." Seconded and carried

Item No. 7: Petitions to General Conference. (See distributed memo material.)

DECISION NO. 433

In Re: Unconstitutionality of Paragraphs 451.2 and 934.6 because of Discrimination with Respect to Appointment, Minimum Salary and Pension Rights of Clergy Couples.

DIGEST

Paragraphs 451.2 and 934.6 are unconstitutional because discriminatory on the basis of marital status in violation of Paragraph 15.14 of the Constitution and are also invalid because irreconcilably inconsistent and in conflict with other provisions of the Discipline.

STATEMENT OF FACTS

The secretary of the Western North Carolina Conference certified that that Conference requested a declaratory decision as to the constitutionality of Paragraphs 451.2 and 934.6. These Paragraphs appear to be matters relating to Annual Conferences or the work therein. We consider the request to be the equivalent of a petition under Paragraph 2515.

The secretary of the Iowa Annual Conference certified that that Conference adopted a motion with three amendments. We have received copies of the original motion and two of the amendments, and have been informed by the secretary as to the third amendment. As best we can combine the motion and the amendments the action adopted by the Conference is as follows:

"We request the Judicial Council of the United Methodist Church to render a declaratory decision concerning the practice of the Cabinet of the Iowa Conference to ask clergy couples, and for any pastor who limits their (sic) itinerancy for any reason, to sign the agreement in current usage and we request that the Board of the Ordained Ministry and the Cabinet be asked to prepare a brief concerning the constitutionality of such a practice."

We received from representatives of the Iowa Conference a carefully

prepared brief to which was attached copies of six forms.

We are told that none of the forms has yet been signed or used.

We have combined the Western North Carolina and Iowa actions for purposes of hearing and decision. We have considered briefs submitted by the Commission on the Status and Role of Women, the Joint Task Force on Clergy Couples and Clergy Women of the Nebraska Annual Conference, the Board of the Ordained Ministry of the Nebraska Annual Conference and numerous other individuals, both clergy and lay, from various Annual Conferences.

Oral hearings were held at Boston University School of Theology October 27, 1977. Arguments were presented by Rev. Robert Huie and Susan Spruce representing the Commission on the Status and Role of Women, Dr. Robert Thornburg of the Board of Higher Education and Ministry and Thomas A. DeSeim, Chairman of the Board of Pensions of Kansas East Conference.

Jurisdiction

The Judicial Council has jurisdiction of the Western North Carolina petition under Paragraph 2515. It does not accept jurisdiction of the Iowa action.

Analysis

Most of what is said in Decision No. 427 is applicable to Paragraphs 451.2 and 934.6 and dispositive of this proceeding.

Paragraph 15.14 of the Constitution gives the General Conference legislative power:

"To secure the rights and privileges of membership in all agencies, programs, and institutions in the United Methodist Church regardless of race or status."

Decision No. 7 of the Interim Judicial Council applied that provision

to the rights and privileges of membership in Annual Conferences and interpreted the word "status" to include marital status, holding that the spouse of a minister may not be disqualified by reason of that status from lay membership in an Annual Conference.

There is no constitutional requirement for an equitable salary fund, but the General Conference has elected to create one, and in Paragraph 934.5 extends the benefits of that fund to all pastors whose salaries approved by the pastoral charges, plus the supplemental aid or income from other sources, are not equal to the minimum salary approved by the Conference. The General Conference could constitutionally create that right and privilege of ministerial membership in an Annual Conference only if the right was secured to all ministerial members regardless of race or status, including marital status as the spouse of another United Methodist Pastor.

There is little question but that the General Conference looked favorably upon the increased number of clergy couples in which both spouses seek ordination and full conference membership in the Annual Conferences of the United Methodist Church. Reports indicate that as many as 200 such couples are under appointment, with another 100 in various stages of the process of preparation for conference membership. There are emerging problems which are unique to clergy couples in the full-time ministry. Sometimes one or both members of the couple finds that he or she must serve less than full-time. In many instances the annual conference appointing authority is faced with the necessity of assigning both members of the clergy couple to charges which cannot support two full-time ministers. In light of the requirements of Par. 419 that all members in full connection "offer themselves without reserve to be appointed and to serve as their superiors in office may direct," how could an annual conference appoint a full member as a part-time pastor,

meanwhile allowing that pastor to maintain "full connection" in other aspects of the rights and privileges of the ministry?

Paragraphs 451.2 and 934.6 are in many ways similar but in strange ways different. Both begin by reaffirming with respect to members of some clergy couples the right to minimum salary given to all pastors by Paragraph 934.5. 934.6 reaffirms that right with respect to members of clergy couples accepting full-time appointments as pastors of adjoining churches or charges, or as co-pastors of a church or charge. The meaning of the word "adjoining" is unclear in connection with United Methodist policy.

451.2 recognizes the right with respect to such clergy couples, but does not speak of full-time appointment. It goes on to recognize the right where the members of the couple are appointed as pastor of a charge and pastor on special appointment or as two pastors on appointment beyond the local church.

Neither paragraph affirms the right where the members of the couple are appointed as pastors of charges that do not adjoin. Further, both paragraphs appear to affirm the right only when both members of the clergy couple are members of the same Annual Conference. It is entirely possible, especially where appointments are made beyond the local church, that members of a clergy couple may be members of different Annual Conferences. In fact, it is entirely possible that a United Methodist minister might be married to a member of the clergy of a different church. We are told there are some such couples.

If our only problem were the illogical and inconsistent treatment of members of clergy couples under such differing conditions, we might not need to find the paragraphs unconstitutional. We might consider them incomplete and inaccurate efforts to restate the rights granted to all pastors by 934.5.

Recognizing the need for flexibility in the appointive system in order to use as fully as possible the various gifts of persons, the various types of ministerial skills and combinations thereof, including those unique to clergy couples, the question of discrimination remains. Does a special class of ministerial members of the annual conference have the inherent right to request sufficient flexibility in the process of appointments, so their unique desires and particular requirements for ministry always are fully met?

Both of the questioned paragraphs discriminate not only between some classes of clergy couples, but also between members of clergy couples and pastors who are not married to clergy spouses. Whether the discrimination is in favor of, or against, such members of some clergy couples is open to argument, but under the Constitution of General Conference cannot discriminate either in favor of, or against, some ministerial members of Annual Conferences because married to a member of the clergy of our church, or any other church, or because of the particular kind of appointment under which the spouse is serving.

In the arguments submitted to us, our attention has been called to a number of praise-worthy motives that might lead to member of one of the particular types of clergy couples genuinely to desire voluntarily to waive minimum salary rights. We have heard from those who are so eager to be of service to struggling churches or congregations of underprivileged that they are entirely willing to accept sub-minimal support. That can be just as true of ministers who are not married or ministers whose spouses are not clergy, yet these provisions would discriminatorily and unconstitutionally deprive the latter of the opportunity to make the same decision. We have heard from those who feel it unnecessary to receive minimum salary and

are quite willing to waive it because married to a minister and in circumstances such that the income of the spouse, or the combined income, seems sufficient. A minister married to a spouse engaged in secular employment, and possibly very substantially compensated, would not have the same rights. Neither would an unmarried minister who might have substantial income from savings or inheritance.

On the other hand, under some circumstances the discrimination could well be a disadvantage. Even if no person, neither spouse, nor district superintendent, nor bishop, nor member of a pastor-parish relations committee, or committee on finance, or committee on budget of a local church were to put any intentional or unintentional pressure on a member of one of the particular types of clergy couples, there could well be considerable pressure of circumstances, for example, the failure of a charge to raise its budget. If there were a valid provision for waiver of minimum salary rights, members of such clergy couples would not really have the same rights and privileges as other ministerial members of Annual Conferences and the reason for the difference would be status as the spouse of another minister serving under a particular kind of appointment.

Paragraph 451.2 goes on to say that persons serving under such a waiver may be considered to be in full-time service if the bishop, cabinet and executive committee of the Board of Ordained Ministry approve. While it is not expressly so stated, this probably was intended to apply even where the person serving under waiver was not in full-time service. Again, while it is not so stated, the intention probably was that they be considered to be in full-time service for the purpose of pension credit. Here we have yet another discrimination among members of clergy couples.

The bishop, cabinet and executive committee of the Board of Ordained Ministry would seem to have power to call part-time full-time with respect to members of some types of clergy couples who signed a waiver but not members of the same types of clergy couples who did not sign. Further, there is discrimination between members of the specified types of clergy couples who signed waivers and ministers not members of such types of clergy couples who can have part-time called full-time by a three-fourths vote of the Annual Conference on recommendation of the Conference Board of Pensions under 1706.4(a)(1). Which is the more advantageous way of seeking to have part-time called full-time is not clear. Perhaps in some instances the discrimination would prove favorable and in others unfavorable, but there clearly is unconstitutional discrimination based on status.

At this point Paragraphs 451.2 and 934.6 are inconsistent with each other. 934.6 not only does not refer to situations where one or both members of the couple are on appointment beyond the local church, but it also appears to limit the right to waiver of minimum salary claim to situations where both have accepted full-time appointment. 451.2 probably was intended to include some serving part-time, though seemingly providing that under certain circumstances part-time may be considered full-time. 924.6 provides for a waiver of any portion or all of a share in the minimum salary fund. 451.2 does not seem to provide for partial waiver.

The effect of our Decision No. 380 is that legislation irreconcilably inconsistent with other paragraphs of the Discipline, and apparently not intended to repeal or amend such paragraphs is constitutionally invalid. In Decision No. 409 we held that the General Conference cannot make some provisions mandatory and then empower Annual Conferences to ignore them. In Decision 339 we held unconstitutional legislation that was vague, indefinite

and in apparent conflict with other provisions of the Discipline.

Paragraphs 451.2 and 934.6 are so vague, so contradictory, so inconsistent and so irreconcilably in conflict with other provisions of the Discipline that they must be held unconstitutional for these reasons, as well as because of discrimination as to marital status.

We believe the General Conference will endeavor, and be able, to find valid non-discriminatory ways to provide for less than full-time service as a minister where circumstances make that at least temporarily necessary, without loss of essential rights of membership in full connection in an Annual Conference.

With regard to the action of the Iowa Conference, under the holding of Decision No. 434 our jurisdiction is questionable. Further, since we are compelled to hold Paragraphs 451.2 and 934.6 constitutionally invalid, the questions raised are moot.

A number of appointments have been made in reliance upon the provisions of Paragraphs 451.2 and 934.6. We recognize the administrative difficulties in connection with the effects of this decision upon such appointments. Nevertheless, the necessary adjustments must be made as soon as practically possible. No additional members of clergy couples may hereafter receive the sort of discriminatory appointments contemplated by these paragraphs.

Decision

Paragraphs 451.2 and 934.6 of the 1976 Discipline are unconstitutional and invalid. We do not have jurisdiction to decide the Iowa petition. In any event it is moot.

NATIONAL CONSULTATION ON EQUITABLE S
NATIONAL CONSULTATION ON EQUITABLE SALARIES

Kansas City, Missouri

September 1975

LIST OF PARTICIPANTS

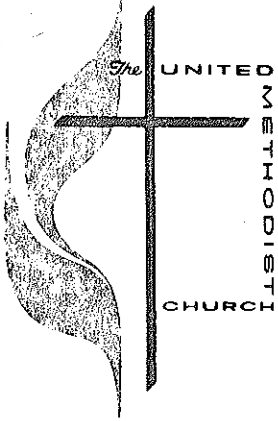
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David Geer	Rt. 3 Dundee, N. Y. 14837	C. N.Y.
John Grenfell, Jr.	Box 367 Marquette, Mich. 49855	Detroit
Clifford Gross	10102 Reed Lane Ellicott City My. 21043	Balt.
William Haub	9441 Palomino St. Louis Mo.	Mo. E.
David Hortin	72 Lake Morton Dr. Lakeland, Fla. 33801	Fla.
Caleb Hildebrand	1701 N. Main St. Midland, Tx. 79701	N. Tx.
Herman Hudson, Jr.	Box 117 Odessa, Mo. 64076	No. E.
Clifford Hutton	300 W. College Ave, Silver City N.M. 88061	N. M.
George Jones	422 Glenpark Dr. Nashville, Tenn. 37217	Tenn.
Robert Jongeward	1011 Second St. Muskegan, Mich 49440	W. Mich
William Kaiser	303 North Walnut Hartford City, Ind. 47348	N. Ind.
Bernard Kassilke	3 Gina Ct. Madison, Wis. 53704	Wis.
Donald Kea	412 Parkersburg Rd. Savannah, Ga. 31406	S. Ga
Joel Key	223 Hillside St. Asheville, N.C. 28801	W. N.C.
Walter Kimbrough	875 Cascade Ave. SW. Atlanta, Ga. 30311	N. Ga.
Louis Klotzbach	Rt. 1 Sauk City, Wisc. 53583	Wis.
Harold Knudsen	2200 S. University Blvd. Denver, Colo. 80210	Rocky Mt.
Mark Kroehler	7237 Bingham St. Philadelphia, Pa. 19111	E. Pa.
Merwin Kurtz	1621 Willow Ottawa, Kan 66067	Kan. E.
Kenneth M. Lambert	Box 4609 SFA Nacogdoches, Tx. 75961	Tx. <i>adm.</i>
Carl Landis	883 Fabrique Wichita, Kan. 67213	Kan. W.
Larry Lawler	1211 N. Park St. Bloomington, Ill. 61701	C. Ill.
Thomas Letzler	1300 S. Main St. North Canton, Ohio 44720	E. Ohio
Julian Lindsey	P.O. Box 12005 Charlotte, N.C. 28205	W. N. C.
James Lovell	P.O. Box 82 Betsey, Ky. 42606	Louisv.
John Lytle	61 Lyons Pl. Basking Ridge, N.J. 07920	N. N.J.
Howard Marks	1100 Campus Circle Birmingham, Al. 35204	N. AL.
Lamar Martin	109 Alta Woods, Jackson, Miss. 39204	Miss.
William McClarin	P.O. Box 314 Humboldt, Tenn. 38343	Memphis
Walter McDonald	Box 906 Louisburg College, Louisburg, N.C. 27549	N.C.
R. Gordon McKinney	2826 Montclair Dr. Tuscaloosa, Al. 35401	N. AL.
John McLeister	Rt. 1 Box 267, Mars, Benn. 16046	W. Penn.
Kenneth Metcalf	1019 Chestnut St. Des Moines, Iowa 50309	Iowa
John Mikkelsen	14th St. & 27th Ave. Columbus, Ne. 68601	Neb.
Doyle Morton	2901 S. Lamar Austin, Tx 78704	SW Tx.
Luther Nabors	Box 245 Friars Point, Miss. 38361	N. Miss.
Simon Nieto	1620 Speronelli N.W. Albuquerque, N.M. 87107	Rio Gra.
Alfred Perry	3 McKinley Ave. Easthampton, Mass. 01027	S. N.E.
David Peters	650 Locust Ave. Clarksburg, W.Va. 26301	W.Va.
Guy Pry	Rt. 1 Box 332 Winnie, Tx. 77665	Tx.
John Rebstock	P. O. Box 155 Danville, Minn. 56230	Menn.
Dan Rodrigues	P. O. Box 28098 San Antonio, Tx. 78248	Rio Gra.
Karl Sager	1300 Green Grove Rd. Appleton, Wis. 54911	Wis.
Carl Schenck	205 North 7th St. St. Marys, Kan. 66536	Kan. E.
Francis St. Amant	504 N.E. 1st St. Marion, Wis. 54950	Wis.
Thomas Stevenson	802 Canal St. N.E. Decatur, Al. 35601	N. AL.
Frank Stever	516 W. Hickory St. Neosho, Mo. 64850	Mo. W.
Lloyd Shephard	3049 E. Genesee St. Syracuse, N.Y. 13224	C. N.Y.

Don Sillaman, Sr.	1001 N. 2nd St. Dennison, Ohio 44621	E. Ohio
Paul Steele	3170 Wicklow Rd. Columbus, Ohio 43204	W. Ohio
Cyril Stone	10218 Cielito Lindo NE Albuquerque, N.N.87111	N.M.
Donald Strong	4602 Canterbury Kalamazoo, Mich 49007	W.Mich.
Leonard L. Sukut	5832 Fairview Kowners Grove, Ill. 60515	N. Ill.
Janet Sumners	P.O. Box 147 Genoa, Colo. 80818	Rocky Mt.
Lowell Thuma	5110 Cedar St. Mission, Kan. 66205	Kan. E.
Don Troutman	11000 Dixie Hwy. Louisville, Ky. 40272	Louisv.
Lloyd Van Lentie	343 E Main St. Caledonia, Mich. 49316	W. Mich.
Wallace Viets	Box 3007 Stamford, Conn. 06905	N.Y.
Robert Walker	P.O. Box 245 Aberdeen, Wash. 98520	Pac. NW
Joseph Wallen	900 E. Madison Derby, Kan. 67037	Kan. W.
David Wallis	49 Oneida Ave. Dumont, N.J. 07628	N. N.J.
Donald Walton	559 Reid Ave. Lorain, Ohio 44032	E. Ohio
George Wattenbarger	123 S 4th Towanda, Kan. 67144	Kan. W.
Charles Weber	101 N. Union Ave. Havre de Grace, Md. 21078	Balti.
Byron Lee White	P. O. Box 97 Berry, AL. 35546	N. Al.
James ^H Womack	2143 Ferncliff Rd Charlotte, N.C. 28211	W. N.C. <i>Chm.</i>
F. O. Woodard	1612 W. Pearl St. Jackson, Miss. 39203	Miss.
Raymond Wrenn	4016 W. Broad St. Richmond, Va. 23230	Va.
Elwood Rose	5414 Winding Way, Sylvania, Ohio 43560	
Dick Clark	15 South Locust Street, Colfax, Iowa 50654	
Redrick McLean	5709 Maple, St. Louis, Mo 63112	
Riley Burton	Route 1, Box 82 D, Terry, Miss. 39190	Miss.
Charles Kfiser	Box 604, Vine Grove, Ky. 40175	Louisville
Matthew Gates	210 Boston Post Road - Rye, N.Y. 10580	N.Y. <i>Stap</i>
Dr. Robert Thornburg. Ex-Officio		



New York Conference Council on Ministries

210 Boston Post Road - Rye, New York 10580 - Telephone (914) 835-2700

October 7, 1975

Memo

To: Rev. Kenneth Lambert
Dr. Cyril Stone
Mr. James Womack
Rev. Harold Knudsen
Rev. Patrick Flaherty

From: Matthew H. Gates

My congratulations to you for what has been reported to me by our delegate to have been a very meaningful consultation. I hope you are all feeling good about it and that the time spent in planning was well worthwhile.

As you know, I regretted very much that I could not participate. I do appreciate the certificate that Wally Viets brought back to me and also the honor of being asked to continue to serve. This I shall be glad to do.

I have just heard via the grapevine that while the steering committee was kept in-tact that there has been a change in the leadership. If this is so, I am concerned to know why. I feel that we are all greatly indebted to the very wise and careful leadership that James Archer gave to us. The consultation would not have happened without his leadership. When you have a winning team, it's too bad to break it up. Perhaps there were reasons about which I know not. I would appreciate your comments.

Once again, congratulations for a job well done!

MHG:er

A handwritten signature in cursive script, appearing to read "Matthew H. Gates", is written over the typed name in the "From:" line.

THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church

Reply to: 109 Memorial Drive, N. W.
Decatur, Alabama 35601
October 7, 1975

THE STEERING COMMITTEE

James D. Archer
Chairman

Patrick Flaherty
North Central Jurisdiction

Matthew Gates
Northeastern Jurisdiction

Cyril Stone
South Central Jurisdiction

James H. Womack
Southeastern Jurisdiction

Harold C. Knudsen
Western Jurisdiction

Byron L. White
Secretary-Treasurer

TO: Participants in the National Consultation on
Equitable Salaries

Dear Friends:

I want to express my appreciation to you for your participation in the recent Consultation on Equitable Salaries held in Kansas City. Your interest, contributions and spirit of cooperation helped to make the Consultation a successful one. I came away with the feeling that all participants benefited greatly from the Consultation and that our young organization is now on a solid foundation.

The Steering Committee joins me in this expression of appreciation. We look forward to your continued support and encouragement, and we will be open to your suggestions.

We appreciate your confidence placed in us by continuing us in office for another quadrennium. In our Steering Committee meeting following the closing session of the Consultation, a majority of those present determined that we should have a new slate of officers for the Steering Committee. The following persons were elected to take office on January 1, 1976:

Chairman	-	James Womack
Vice-Chairman	-	Patrick Flaherty
Secretary	-	Kenneth Lambert
Treasurer	-	James Archer

The Steering Committee, as you instructed, is now in the process of securing an additional committee member for each of the following Jurisdictions: Northeastern, North Central, and Western. We will inform you as to the names of these persons as soon as they are secured.

One other thought -- the Consultation determined that the Steering Committee would be financed by a forty dollar (\$40.00) annual contribution from each Conference Commission on Equitable Salaries with the exception of Mission Conferences. Plan to include this item in your Conference Commission budgets.

Now, in closing, let me express my appreciation for having served as your Chairman. Your support and encouragement has meant more to me than you will ever know. For without you and your interest, we could not have formed the organization and brought it to its present state of development.

Again, THANK YOU! I am,

Sincerely,

A handwritten signature in cursive script, appearing to read "James D. Archer". The signature is written in dark ink and is positioned above the printed name.

James D. Archer

JDA:srv

October 10, 1975

The Reverend James D. Archer
Memorial Drive United Methodist Church
109 Memorial Drive, S.W.
Decatur, Alabama 35601

Dear Jim:

Attached is a copy of my summary of the workshops which you requested. I and I did not get back to town until last night, but I believe I am well within the three-week time which you set.

Jim, I do not specifically remember your saying so, but I presume that you will write an over-all report to cover items not included in the five summaries. I am thinking specifically of such things as copies of ~~resolutions~~ petitions, etc.

You mentioned reimbursement for out-of-pocket expenditures for typing, materials, copies, etc. Most of the work on the materials that I used for hand-outs was done by the Conference Office, and has been charged to my Commission. I will not disturb this, but I am personally out-of-pocket in the amount of \$ 31.87. If you feel that it is in order, you could ask Byron to send me a check for that.

Let me thank you again for the fine leadership which you gave to the Consultation, and which contributed so much to the overall success of the venture. I heard nothing but complimentary remarks from the people who participated, and this certainly speaks well for the planning and execution of the meeting. I think it truly can be classified as a SUCCESS.

Looking forward to continued work with you, I am,

Sincerely yours,

James H. Womack

Summary of Workshop Sessions on " SALARY GUIDELINES FOR CHURCHES NOT RECEIVING EQUITABLE SALARY SUPPLEMENTS".

Your Steering Committee, believing that the Commission On Equitable Salaries has responsibility for seeing that equitable salaries prevail for all Ministers, planned this Workshop to deal with methods for influencing Pastor/Parish Relations Committees as they deal with the question of setting salaries for their Ministers.

After presenting a few procedures used by various Conferences, the workshop was opened for discussion and reporting of procedures used by those in attendance. Other useful ideas were then presented, and some concerns expressed for which we must seek solutions. These were listed on the newsprint on the wall, and are as follows:

1. Need for a uniform Moving Policy in each Conference so that all may be treated equitably.
2. Need a uniform definition of what constitutes a "full-time Minister"
3. Provide P/P Relations Committee with information and advice on Tax-Deferred Annuity Plans such as HR 501-C.
4. Performance Evaluation can be very beneficial to Ministers as he plans for furthering the effectiveness of his ministry. A broad-based group should be in an evaluation processing.
5. Recognize need for sharing information developed by various Conferences on Salary Guidelines.
6. Put travel expense on direct reimbursement basis so that it may be treated as operational expense for Local Church, and not cluttered up in Minister's salary.
7. Need for equity in apportionments as affected by salary.
8. Importance of proper treatment of Social Security when setting salaries.
9. Question of increments based on years of service, number of dependents, etc. Is it salary, or is it welfare?
10. Need to develop " A Rationale For Setting Salary Of Minister".
11. Need study on value of housing Vs. housing allowance.
12. Concern for large group of Ministers with long years of service who are just above minimum.
13. Need for a salary classification system for entire Conference on some equitable basis such as size of membership, etc.
14. A promotion system based on Professional Values.
15. Need to up-date and broaden content of P/P Relations Workbook.
 - a. Training program for new members on committee.
16. Effect of salary on motivation of Ministers.
17. Program to encourage Charges not to use the minimum scale as guideline for salary: set salary according to capabilities of Charge, and needs and performance of Minister.
18. Recognition that mediocrity exists and needs to be dealt with. Proper place for correction is in appointment system, which needs revision either in principle or in application.

As the Workshops progressed, there seemed to develop a general consensus among the groups that the responsibility of this Commission did indeed go far beyond that of setting minimum salary scales, and this was borne out by the decision in the final Plenary Session to petition the General Conference for legislation to more fully and clearly define such responsibility.

James H. Womack
Western North Carolina Conference

October 11, 1975

Dr. Cyril Stone
10218 Cielito Lindo, N.E.
Albuquerque, New Mexico 87111

Dear Cyril:

What a nice surprise to find your warm and supportive letter upon my return home. Em and I did not get back until the 9th., and caused my delay in responding.

I, too, enjoyed the fellowship there, and will cherish the memories for the rest of my life.

My sincere thanks for your offer of support, and while I had felt that I already had it, it was nice of you to put it to expression. You may be sure that I will be calling on you loud and often.

Cyril, I would like for you to be giving some thought to the type of meeting you think we should have in the "Jurisdiction in the winter of 1976-77", as called for in the motion which was passed on the 25th. I will not, of course, do anything officially until after the first of the year, but we will need to move rather fast after that.

The rather swift act of reorganization of the Steering Committee was quite a surprise to me, and I am not sure that I understand all of its ramifications. Never the less, it appeared that the majority favored it, and I will certainly do all in my power to make it work. It is quite a responsibility, and I feel very humble in accepting a job that could have been done equally well by all those present.

Again, thank you for writing.

Sincerely yours,



ST. STEPHEN'S UNITED METHODIST CHURCH

4601 JUAN TABO, N.E. MAIL: P. O. BOX 14916 ALBUQUERQUE, NEW MEXICO 87111

(505) 293-9673

September 29, 1975

CYRIL STONE
PASTOR
PHONE: 296-9061
10218 CIELITO LINDO, N.E.

Mr. Jim Womack
2143 Ferncliff Road
Charlotte, North Carolina 28211

Dear Jim:

This past week had many good things to enjoy for a long time and one of the best things was the joy of your fellowship. Your fine spirit and insight made contributions in many ways.

I am confident that your leadership will give us good direction and support for the next years. I'm glad you are to serve as Chairman. Let me know where and how I can be of help at any time.

Sincerely

Cyril Stone

October 15, 1975

The Reverend Byron L. White
P.O. Box 97
Berry, Alabama 35546

Dear Byron:

Many nice things happened during our stay in Kansas City, things that will serve as pleasant memories in all of the years to come. One of the nicest of these was the opportunity of fellowship with you; a growing appreciation of you as a friend, and a deeper understanding of your personal calling to ministry. This was evidenced in the very efficient way in which you handled your part of the work, and especially in your attitude as you dealt with the many problems and frustrations that came your way.

My sincere thanks for all of the fine work which you have done, and will do, for the Committee as we wind down the year. My greatest regret in the whole matter is that you will not be with us as we start the next quadrennium. We will miss you.

" May the roads rise with you and the wind be always
at your back,
AND may the Lord hold you in the hollow of his hand".

Sincerely yours,

James H. Womack

November 2, 1975

The Reverend John W. McLeister
Dutilh United Methodist Church
R.D. No. 1, Box 267
Mars, Pennsylvania 15046

Dear Mr. McLeister:

Attached are the two copies of the special report by our Task Force on the support of the Ministry which you requested in your letter of October 22nd.

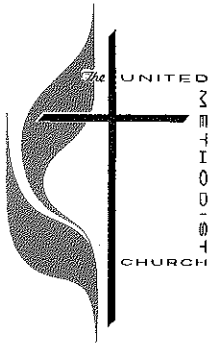
You also requested any additional insights based on the Conference experience, but the form is just now being made available to our Ministers and we do not as yet have any feel for the results we may expect. I can see some very positive results if it is used in the way it is intended to be used.

Your remarks about the Kansas City meeting are good to hear, and are most appreciated. I am sure that the other members of the Steering Committee will feel the same way when I have an opportunity to share them. You may be sure that I will do my very best in my new assignment, and I will try to live up to all that is expected of me. One big thing in my favor is that I am inheriting a very capable group of people to work with.

I am not quite sure what the format will be just yet, but will be having some form of communication from our committee from time to time. In the meantime, if you have any questions, suggestions, etc., please call on us,

Sincerely yours,

James H. Womack



Dutilh United Methodist Church

R.D. No. 1, Box 267
Mars, Pennsylvania 16046
Telephone: 412/776-1094

Pastor
John W. McLeister

October 22, 1975

Mr. James Womack
2143 Ferncliffe Road
Charlotte, North Carolina 28211


Dear Mr. Womack:

I have just written to Jim Archer, expressing my appreciation and that of the other two members of the Western Pennsylvania Conference who found the National Convocation on Equitable Salaries a most helpful experience. I am particularly grateful for the work that you have done for the Western North Carolina Conference and have shared with us, for it will be useful to the work of our Western Pennsylvania Conference Commission.

A little over a week ago, I shared some of the key insights from the Convocation along with concern over specific matters related to the work of our Conference Commission with our ~~recent~~ Bishop, Roy C. Nichols. He and our cabinet are most interested in the work your conference is undertaking in evaluating ministerial performance. I have shared the report of the special task forces on the ministry which you shared and made available in Kansas City. I am in need of two more copies, one of which I would like to forward to Bishop Nichols. Would you send these and share any additional helpful insights that have arisen out of your Conference experience?

Congratulations also on your being elected to be the new National Steering Committee chairman. I know that the group continues in most competent hands. Thanks again.

Yours in faith,


John W. McLeister, Chairman
Commission on Equitable Salaries
Western Pennsylvania Conference

Home

713-564-8268

November 6, 1975

Dr. Kenneth M. Lambert
The Wesley Foundation At SFA
Box 4609 SFA Station
Nacogdoches, Texas 75961

Dear Kenneth:

Certainly I share with you a real joy over the meeting in Kansas City. I think it was a very productive event, and I got the definite impression that most, if not all, of those in attendance felt the same way. As you said, one of the great personal assets found there was in the fellowship of the Steering Committee, and I am delighted that you were willing to join us. We were greatly strengthened when you came aboard, and I look forward to the opportunity of working with you in the future.

It is true that our new responsibilities do not go into effect until January, but it is also true that there is much that can be done before then that will help make the transition go more smoothly. (done without rocking the boat) Toward this end, the ideas and suggestions which you have sent are most welcome, and I do not consider them to be the least bit pushy. As a matter of fact, I would hope that some of the others will do likewise.

Your suggestion to hold a Steering Committee meeting in Nashville prior to General Conference seems to have a lot of merit. In addition to helping sell the proposed legislation to the General Conference this would also give us an opportunity to push for the recognition of our group as a legitimate part of the organization of the General Church structure. There is, of course, the problem of financing such a meeting at this time. The members of the Committee might be willing to do a self-financing bit in the expectation that reimbursement would come from some source at some future date. An alternate plan could be to send a two or three man team to handle these two items, and to hold the full Steering Committee at a later date. I am wide open on this and would be willing to go either

way that conditions seem to dictate in the new year.

In relation to the recognition bit, let me bring you up to date on what I know about the matter. At the meeting in K.C., James Archer requested some help from Dr. Julian Lindsey regarding the best approach in seeking recognition, and in securing minimal budgeting. When Julian received the information he was on the point of departure for a meeting of the General Council On Ministries budget meeting, and I volunteered to telephone the information so there would be no further delay in getting the item reviewed before the budget was concreted. Dr. Paul Church, General Secretary of the GCOM said that the request should be directed to Dr. Thomas Trotter, General Secretary of the Board Of Higher Education and Ministry. If approved, we would become the National Fellowship On Equitable Salaries, "fellowship" being the name of other similar groups now under that Board. I telephoned this information to James Archer, and he presumably wrote the letter last week. Julian will also follow up with a letter to Dr. Trotter as soon as he is notified that Archer has sent the request.

Based on the above, I presume that the proper place for us to contact for support on legislative matters would be the Board Of Higher Education And Ministry. The reply to Archer's letter should give us direction for that. There is another local source for information on this matter, Dr. Charles White. He is presently serving as Adm. Ass't. to Bishop Hunt, and I will contact him for advice as soon as he returns to town. I will keep you posted.

Kenneth, I think you are right on target on the matter of lobbying. Our Conference holds briefing meetings for the delegates prior to going to General Conference, and I am planning to appear before them regarding the petitions we are sponsoring. I presume that other Conferences hold similar briefings, and the suggestion for members to go to these briefings could go out in one of your newsletters. If unable to appear in person before the delegation, a letter could be sent to the leader of the delegates for presentation to the group. If my memory is correct, James Archer promised to send a petition to the General Conference from the Consultation, and would then send a copy to each Consultation participant for use in preparing an individual petition. Have you heard anything on this?

One of the items that is on a list that I had prepared for discussion with you was whether you would have stenographic help, duplicating equipment, etc., available to do

some periodic mailings to our members, and your offer to do so has answered that question. In correspondence with one member since K.C. I had promised to provide such a service. One specific thing that I had in mind was to procure a copy of all reports by the members to Annual Conference in 1976, after which we would deal only with significant changes each year. Your suggestion to send some information on our interests in the General Conference is excellent, and I am sure that we can come up with some ideas all along that will prove to be beneficial to our members in many ways. I certainly agree that this type of service would make the annual dues much more palatable.

The question that you have raised about the timing of the Jurisdictional meetings in the fall of 1976 or the spring of 1977 will have to be determined by two things, ~~with~~ the one you mention, and I believe we will have to send out a questionnaire to get the answers. Based on the attendance at K.C., one might assume that financing by each member could be arranged, but the termination date of office has to be a deciding factor, also. (Questions like this make me a little itchy to get started, but I presume we have to wait until January to really get started.) At this point I lean a little toward 1977, but the decision should be made by the full Committee and lends more weight toward our holding a meeting as early as possible.

As previously expressed by me, I believe that we should remain a rather loosely structured committee (financial limitations will help), but I believe, also, that we should work out some by-laws for guidance following the general feeling expressed at the close of the Consultation. In the near future I will draft up a set of items that I think we should cover, and then have it circularized to the other members of the Committee for additions, deletions, and revisions. We might then circularize it to the whole membership for consideration. I would rate this as important, but not of an urgent nature.

There will obviously be many matters on which we will be in correspondence in the days to come, but let me close this by responding to the last paragraph of your letter. Em and I had a very pleasant trip to Houston, thank you, and we have been back home long enough now to be back into our regular routines. We both have many pleasant memories of the trip, and we are so glad that Betty came with you so that we could have the pleasure of getting to know the both of you. Em still gets a kick out telling about the 95¢ cups of coffee she and Betty enjoyed at the Crown Center restaurant. She joins me in sending our love.

Sincerely yours,

THE WESLEY FOUNDATION AT SFA

October 27, 1975

Mr. James Womack
2143 Ferncliff Rd.
Charlotte, North Carolina 28211

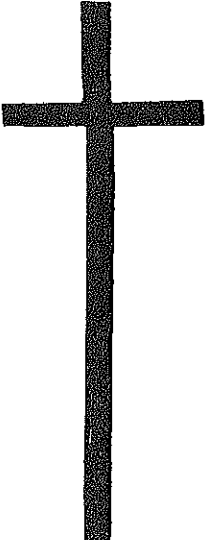
Dear Jim,

My recollections of our week in Kansas City are of the very fondest. I have never been to a meeting involving persons of such varied and diverse background which was as joyous, productive, and beneficial. We worked hard. We got a lot done. We shared widely. I felt we all went home having benefited from the journey. For me, one of the great assets of the meeting was the crowd of fellows I met and was privileged to work with in the Steering Committee. I count it a privilege to continue in this experience.

Though I know that our new responsibilities within the Steering Committee do not technically take effect until January, I have some ideas that I want to share about what we are about and how we might go at it. I do not want to be pushy--you are the chairman--but I do want to be open and helpful in any way I can.

It has occurred to me that we should make some effort to follow up on those items of legislation which we want presented to the General Conference. I don't know just how this should be done, but I think it should be assumed that the group is serious about its proposals and is equally interested in seeing them enacted. The logical group to pursue that goal would be the Steering Committee, it seems to me. One form of follow-up might be to be in touch with the leadership of the general office of the Board of the Ministry or whatever administrative unit will influence legislation relative to the ministry. Again, how to do so is a mystery to me. One thought I have entertained is to consider holding our next Steering Committee meeting at a time and place that we could be in touch with such persons. I assume that would be Nashville and I further assume that such should happen some weeks in advance of General Conference. All of this would suggest a January-February-March Steering Committee meeting at a time when the leadership of the Board could meet with us for at least a few hours and that the concerns of General Conference should be a primary item on our agenda.

Campus Minister . Kenneth M. Lambert . Wesley Bible Chair
Gunter Memorial Methodist Student Center . Box 4609 SFA Station . Nacogdoches . Texas 75961 . Phone 713 . 564.7257



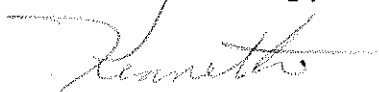
Now a different but related thought. I think we should be conscious of the impact of lobbying, not just through the administrative channel but more directly with delegated to General Conference. Some line of communication is essential to this effort. I believe a system of dispersing information between now and General Conference to those in attendance at the Consultation would bear fruit. Through this medium we could remind them of what our proposals are, enlist their aid in interpreting these to delegates from their own Conferences and generate feed-back on how our proposals are being taken. I do not envision a "campaign office." I only mean that a newsletter once or twice prior to General Conference distributed at bulk rate expense would be well worth the few dollars each mailing would cost.

This could start something very valuable to us. A follow-up newsletter describing how things went at Portland for our interests could be distributed before the various Annual Conferences meet. Those decisions could have a major influence on program proposals presented to Annual Conferences. This could then become a regular service which we offer to members of Conference Commissions. Such a system of distributing information quarterly or semiannually is one of the services we need the most. I think our Steering Committee should undertake to do this. The months before General Conference is the ideal time to initiate such a service. While I am not rushing to claim such a job, I can see how it might be an appropriate part of the secretary's responsibility. I also feel it would make the collection of annual contributions more palatable if some regular service is being rendered.

As I recall, the particular task assigned to us was to prepare for further meetings such as the Consultation, whether Jurisdictional or General in scope. I presume this will be the agenda item of paramount concern at our next meeting. A bit of advance thinking and research needs to go into this. For example, whether we stage the Jurisdictional meetings in the fall of 1976 or the spring of 1977 would be influenced by whether Annual Conference Commission members take office in June at the time of their election or in the following January at the time of the beginning of the new quadrennium. It may be that the custom is not universal--some assuming responsibility in June, others in January. Further, budgeting for attendance at such meetings would influence when the meeting should be staged. If 1976 budgets are already set and there is no provision for attendance at connectional meetings, then we should wait until early 1977 so that appropriations can be made. I do not know the answers to these questions but I think we should find them before we gather to plan and schedule meetings.

Well, that is enough for today. I am very glad that you have been selected as our chairman. You bring a seriousness to what you do that will prove most fruitful for us. Betty joins me in sending our love to Em. We trust that you had a good visit in Houston and a safe trip home. Let us hear from you.

Yours sincerely,



Kenneth M. Lambert

United Methodist Women

WESTERN NORTH CAROLINA CONFERENCE
THE UNITED METHODIST CHURCH

President

MRS. FLETCHER NELSON
Box 1075
Morganton, N. C. 28655

November 10, 1975

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

Dear Jim,

You are kind to share with me your thoughts on the report of the Task Force and the reaction of your recent workshops in Kansas City. It has been a source of satisfaction that after the long struggle of our group we seem to have found something which will help to alleviate some of the hurts and "pinch-points". However as important as that may be, it will not be effective unless the ministers are really sold on it. I will be eager to see the results of this year of experimentation.

I have been serving on a similar Task Force in the General Board of Higher Education and Ministry. We recently had a workshop in Chicago where several persons were invited from across the country - even one from the United Church of Canada. We shared what is being done in other denominations. It is quite apparent that evaluation cannot stand alone but there must be a strong support system beginning with testing during the earliest time of decision, counselling, and continuing education of all kinds to meet needs uncovered during evaluation. The task is far bigger than you could have dreamed when you asked for a special study on the support of the ministry!

It has been a special privilege for me to work with you and others as we have plowed through this. And it is interesting that we are pioneering our way on a parallel course with nearly every Conference in Methodism!

With warmest regards to you,

Murphy

October 24, 1975

Mrs. Fletcher Nelson
P.O. Box 1075
Morganton, N.C. 28655

Dear Murphy:

At the recent meeting of the National Fellowship On Equitable Salaries in Kansas City I had several hand-outs for my workshops. All of them seemed to have been well received, but I thought you would be interested to know that the "Report of Task Force on the Support of the Ministry" was probably valued above all of the others. The section on evaluation was of special interest.

Murphy, I think you and your committee did an excellent job on this study, and certainly you merit the deep appreciation of the whole Conference.

As you have an opportunity, I wish you would convey this to the members of the committee who served with you.

Certainly, it was my privilege to serve with you on the original team, and I hope that I may have the opportunity of serving with you again at some time in the future. My best regards to Fletcher.

Sincerely,

THE WESLEY FOUNDATION AT SFA

December 18, 1975

Dear Byron,

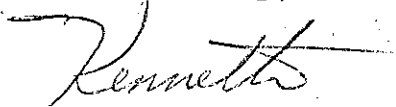
Congratulations. You got my report. By now you had doubtless despaired of ever receiving it. It is enclosed with this letter. I hope its style and contents will prove to be usable.

Please accept my appologies for the tardy remission. I could offer you a battery of excuses but they would only bore you. The weekly grind of teaching three courses is the big one, complicated lately by a daily newspaper column on Advent (which I hope becomes a book of Advent devotions). It is a more persuasive taskmaster than you have been. Now you have yours too. Christmas really is a time when everybody gets something!

Thanks again for your labors in our behalf. And thanks again for your persistent attention to the hardest part of the job-- the follow-up and wrap-up work.

Have a good Christmas and an even better New Year.

Yours sincerely,



Kenneth M. Lambert

c.c. Mr. James H. Womack
Rev. James D. Archer

*Merry Christmas,
Jim*

Campus Minister · Kenneth M. Lambert · Wesley Bible Chair
Gunter Memorial Methodist Student Center · Box 4609 SFA Station · Nacogdoches · Texas 75961 · Phone 713 · 564-7257

WORKSHOP ON THE RELATION BETWEEN EQUITABLE SALARIES AND CAREER DEVELOPMENT: Kenneth M. Lambert, Workshop Leader

This workshop was designed to be a time for the sharing of ideas and experiences in the field of Equitable Salaries taken in its broadest possible perspective. Salary supplements to a minimal level do not exhaust this perspective. A view of the career of the minister, how it develops, and what aid a system of equitable salaries might offer represents this broader view.

The workshop first identified the Minister as a professional, thus recognizing that he has a career. Dr. James Glasse in his book Profession: Minister offers the following as descriptive of the Minister as a professional:

- First, educated, a master of some body of knowledge.
- Second, expert, a master of a specific cluster of skills.
- Third, institutional, related to society and rendering service through a historical social institution.
- Fourth, responsible, professing to act competently in situations requiring a minister's services. Committed to high standards of competence and ethics.
- Fifth, dedicated, professing something of value for society.

This Minister who is a professional follows a pattern of experiences typical of any professional in the development of his career. Dr. Charles Stewart in his book Person and Profession: Career Development in the Ministry identifies the following stages as typical of career development:

- Professional Training
- Place of beginning
- Concern about progress with reference to peers
- Family financial need
- Continuing education and sabbatical
- Emergencies (health)
- Relocation
- Retirement and its approach

Non-linear concerns:

- Dignity
- Competence and morale
- Evaluation
- Experimentation

In joining the two ingredients--professionalsim and career development--two observations were made with reference to the concerns of Commissions on Equitable Salaries.

1. A balance must be maintained which assures that the concerns of the Conference, the Charge, and the Minister are each fully honored. The Conference should not usurp the time-honored tradition by which the Charge makes the essential evaluation and salary decision. The Charge should not ignore its place within the Conference as the focus of career-long identity for the Minister. The Minister should recognize that he is not a loner strictly "doing his thing"; he is a Minister of the Church.
2. Clarity of orientation will enable a system of supplemental salaries to contribute in a maximal way to the career development of the Minister. If the system is viewed as a "base" under the salary system then it is little more than a minimal plan, no matter how named. If the system is viewed as an "umbrella" over the salary system from which funds can be drawn for whatever is in vogue at the moment then it can become a mere slush fund into which to dip instead of facing and resolving problems. If the system can be seen as an assured "foundation" enabling Charge, Conference, and Minister to grow, then time and calmness of attitude can be claimed in dealing with immediate needs and projecting long-term solutions to problems.

Afterthoughts and conclusions of the workshop leader.

1. Most participants had a sense of career in view as they approached the program of equitable salaries in their respective Conferences. More precision was gained in this regard.
2. Commissions on Equitable Salaries may be doing their best work when they function as enablers of parallel groups or of Charges as they grow in their own understanding. We do not have to spend our own funds to be getting the job done in all instances.
3. Inequities still exist. The issue of incompetence is the most persistent problem. Some break-through in the area of "quality control" is crucial if support systems are to continue to grow.
4. Sabbatical leaves are desired and needed, but almost nonexistent. In all likelihood the Conference will need to take the lead in fashioning a way to provide for these. This is a largely unsolved concern, but one which might be an appropriate new area for Commissions on Equitable Salaries.
5. The most persistent concern expressed was a desire for direction on how to get started on the larger agenda which has become apparent to most participants. A sense of inspiration, information, and direction was found in the Consultation for opening the subject of these larger issues upon returning to home Conferences. Some system of distributing ideas is highly desirable among the Conference Commissions.

THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church

December 17, 1975

Reply to: 2149 Ferncliff Road
Charlotte, N.C. 28211

THE STEERING COMMITTEE

James D. Archer
Chairman

Patrick Flaherty
North Central Jurisdiction

Matthew Gates
Northeastern Jurisdiction

Cyril Stone
South Central Jurisdiction

James H. Womack
Southeastern Jurisdiction

Harold C. Knudsen
Western Jurisdiction

Byron L. White
Secretary-Treasurer

The Reverend James D. Archer
109 Memorial Drive, N.W.
Decatur, Alabama 35601

Dear Jim:

Dr. Thornburg's letter of December 11th. certainly gives the impression that we are well along the way toward receiving official recognition (and hopefully some financial support), and I hope that you were able to complete the project on your visit to him. I am delighted at the progress you have made, and certainly we are indebted to you for your efforts in handling it.

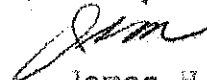
I am sorry that I was not available yesterday for the conference telephone call, if it was made, but assure you that I can live comfortably with any decisions that may have been made.

As to your question about a representative on the N.C. Jurisdiction in the event Patricia Brown is unable to serve. I am sure that the majority of those who attended the Consultation are well qualified to serve, but my personal contacts were so limited that I have trouble now in matching names and faces. I do remember John Rebstock from Danville, Minn., and he impressed me as being a very dedicated person. He was not as outspoken in the group and plenary sessions as some others perhaps, but he seemed solid. Patrick Flaherty should be in a better position to make a recommendation for his Jurisdiction, and I would certainly support anyone on which you and he agree.

All of us will be very interested in hearing of the results of your meeting with Dr. Thornburg. In the meantime, if there is anything that I can assist in, please let me know.

May you and yours have a joyous Christmas Season.

Sincerely,



James H. Womack

THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church

Reply to:

109 Memorial Drive, N.W.
Decatur, Alabama 35601
December 12, 1975

THE STEERING COMMITTEE

James D. Archer
Chairman

Patrick Flaherty
North Central Jurisdiction

Matthew Gates
Northeastern Jurisdiction

Cyril Stone
South Central Jurisdiction

James H. Womack
Southeastern Jurisdiction

Harold C. Knudsen
Western Jurisdiction

Byron L. White
Secretary-Treasurer

TO: The Steering Committee

Re: National Recognition

Dear Colleagues:

I am to meet with Dr. Robert W. Thornburg, Associate General Secretary, Board of Higher Education and Ministry, Division of the Ordained Ministry, on Tuesday, December 16, in Nashville. Some of you are already aware of the fact that he has corresponded with me as your names was on the letterhead as the Steering Committee. However, I want to bring the rest of you on board. At the suggestion of the Steering Committee and through the efforts of Dr. Julian Lindsey, a member of the General Council on Ministries, we were able to submit a presentation to the Board of Higher Education and Ministry. They have received our presentation warmly and are interested in considering the matter further. The request that I made was forwarded to Dr. Thornburg and He wants me to come to Nashville for further study. It might just be that a conference telephone call will be necessary on Tuesday of next week when I meet with him. He suggested that I make you aware of the possibility of such a call. However, if there is to be one, I would guess it would come between 1:00 and 2:00 p.m. CST. If so, I will appreciate your being available.

Now, we have all our Steering Committee members but one, and that is for the North Central Jurisdiction. Patricia Brown is to let me know in a few days. I have secured the following: Keith Clark, Northeastern; Ralph Fellersen, Western; and Matthew Gates will continue to serve in the Northeastern. Should Patricia Brown turn us down, whom would you choose as an alternate?

Sincerely,


James D. Archer

JDA/srv

P.S.: I didn't know until today that I was going to Nashville. Have a great Advent and Christmastide!

BOARD OF HIGHER EDUCATION AND MINISTRY
THE UNITED METHODIST CHURCH



P.O. Box 871 / Nashville, Tennessee 37202
Telephone (615) 327-2700

F. Thomas Trotter, General Secretary

December 8, 1975

The Reverend James D. Archer
109 Memorial Drive, N. W.
Decatur, Alabama 35601

Dear Mr. Archer:

I have returned from the World Council meeting in Nairobi and the General Council on Ministries meeting in St. Louis to find your letter of December 3 with the helpful enclosures regarding the work of the National Consultation on Equitable Salaries. I note that your letter takes the form of a request for consideration on the part of this agency for assuming a relationship to the Consultation that would more closely identify it with the general church.

I am asking Dr. Robert Thornburg, associate general secretary of the Division of the Ordained Ministry, to study this material and to respond more directly to you. Normally, such an emphasis would fall within the scope and work of that division.

As you know, we are in the midst of final polishing of interagency legislation in preparation for General Conference, and I will see to it that the matter is pursued here and you are kept fully informed.

Cordially,


F. Thomas Trotter

FTT:MWL

cc: Dr. Julian Lindsey
Dr. Robert Thornburg



ST. STEPHEN'S UNITED METHODIST CHURCH

4601 JUAN TABO, N.E. MAIL: P. O. BOX 14916 ALBUQUERQUE, NEW MEXICO 87111

(505) 293-9673

December 1, 1975

CYRIL STONE
PASTOR
PHONE: 296-9061
10218 CIELITO LINDO, N.E.

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

Dear Jim:

Somewhere, possibly because of early departure, I missed the request for summary. I have your letter and one from Byron requesting this. It has been taken care of and should be in Byron's hands by now.

I am wondering if your letter indicates James Archer is taking "early leave" or just what might have prompted you to follow up. I'm glad to see the transition coming through.

I'll be glad to share any helpful ideas that may develop. I suspect that somehow we may need to find from Annual Conference people where the greatest hurts or needs exist.

May our Lord's blessings be yours in the fullest these days.

Sincerely,

Cyril Stone

JAMES H. WOMACK
2143 FERNCLIFF ROAD
CHARLOTTE, N. C. 28211

November 26, 1975

Memo To: Patrick Flaherty
Kenneth Lambert
Cyril Stone

It has obviously slipped your minds, but, at the Steering Committee meeting following the adjournment of the Consultation in Kansas City, each Workshop Leader was asked by the chairman to send a "summary of his workshop" to Byron White "within three weeks". These summaries would become a part of a mailing covering the entire Consultation that would be sent to all who attended.

In a telephone conversation last night, Byron told me that all of the other material for the mailing was now in his hands, and that the mailing would be done just as soon as the summaries were received. Please forward your summary to him at your earliest opportunity.

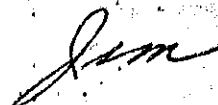
I am sure that you realize that I would not normally be sending this reminder (prior to January 1, that is), and ask that you simply accept it as an unofficial act on my part in trying to see that we do not lose momentum in our program.

Obviously, there have been some delays in the planned follow-up of our meeting. I sincerely believe that things are now back on target, and am confident that we shall all move forward together.

You will be hearing from me shortly after the new year begins as I will be soliciting ideas from you as we jointly plan programs and directions for the next quadrennium.

May God's love be with you and your families throughout the coming Holy Season.

Sincerely,



Western North Carolina Conf.

Report of

TASK FORCE on the SUPPORT of the MINISTRY

Annual Conference 1975

The Task Force on the Support of the Ministry believes that "support" is far more than salary, and a feeling of "lack of support" may have root causes in areas other than money. They believe that better support can be made available to the ministry by strengthening the existing support program in this Conference (Part One) and through participation in a self-improvement program (Part Two).

Part One

PROPOSED MINISTERIAL SUPPORT PROGRAM

Demands on the ordained ministry today are complex and exhausting. Even if a minister is dedicated and trained for ministry, he/she still requires resources and supports to renew his/her energy and maintain his/her morale at a level adequate for personal satisfaction and effective ministry.

The minister lives among and works with people, but this role often sets one apart and causes one to experience loneliness. The minister's family, too, is often set apart and needs support to meet their personal needs and maintain helpful family relationships. In a unique way, a minister's family is involved in one's ministry.

The following proposals suggest resources and support systems to undergird the personal and professional life of the minister and to enable the minister's family to maintain their identity as persons while sharing in the life and work of ministry.

I. Professional Training for the Minister

The ordained ministry, in addition to personal commitment, requires professional training embracing a wide range of knowledge and skills. College and seminary education provide the basics, but the rapid pace of change today requires continuing exposure to new insights and approaches that will enable the minister to keep abreast of new demands. Such exposure includes up-to-date knowledge and competence in preaching, pastoral care and counseling, church management and program planning, calling forth and equipping laity for their work in ministry, and personal exploration of intentional ministry.

Continuing education experiences, therefore are important, indeed, essential. Listed below are some continuing and new programs whose value and importance we recognize and support. The Annual Conference must see the significant place and value of these programs.

- A. The Board of the Ministry is planning a School for Beginning Ministers, the first to be held in the 1975-76 conference year. We recommend that:
- 1) this School be held as early as practical in the conference year;
 - 2) adequate funding be provided for this School;
 - 3) along with the practical aspects of the parish ministry, beginning ministers be informed about the structure, programs, and agencies of the Conference;
 - 4) the School emphasize intentional ministry, the itinerant ministry of the United Methodist Church, and the role of the minister's family today;
 - 5) each beginning minister's spouse be invited to participate in the School.

B. The Conference program of continuing education offers a wide variety of opportunities for personal and professional growth. These are made possible through a Continuing Education Committee budget of \$17,250, support from the Duke Endowment, and support from the Parish Ministry Fund. Through these services this Conference has available more funding for continuing education for its ministers than any other conference in United Methodism. The programs are local, national, and international ministry seminars, the North Carolina Pastor's School at Duke, Minister's Week at Emory, Interpreter's House seminars for ministers, ministers' spouses, and lay persons, and the lectures on Preaching. Continuing education assistance is provided in a personalized way according to individual minister's needs. We recommend that:

- 1) the continuing education program be expanded and funded to enable ministers to participate in ways appropriate to their ministry;
- 2) District Councils on Ministry develop more continuing education programs at the district level and that they be adequately funded.
- 3) additional experiences for family enrichment and guidance of ministers' families be offered.

II. The System of the Itinerant Ministry

Methodism, historically, has operated within the framework of a system of itinerant ministry. We affirm our approval and support of this system of supplying ministers for churches and special appointments. We believe that this system in these times should be sufficiently flexible to be adapted to special needs and circumstances. It should not be weakened or abandoned. In order to assure that the itinerant system will function at a maximum level of efficiency, we recommend that:

- A. the Bishop and the Cabinet interpret the nature and importance of the itinerant system to beginning ministers and their spouses that they may

understand and appreciate it as a viable way of deploying ministers and furnishing churches with ministerial leadership. We affirm our approval and support of the Bishop's Dialogue with ministers and their spouses where opportunities for interpretation of the itinerant system are available along with other concerns of the ministerial family.

- B. each District Superintendent give special attention to establish a supportive relationship with each ministers' family by visiting in the ministers' homes and being available for sharing and counseling.
- C. the practice of consultation relative to appointments be utilized fully by the Bishop and District Superintendents; that "consultation" be defined by the Cabinet that the same approach to consultation be used by all District Superintendents, and that, as far as practicable, spouses be included in the consultation.
- D. top priority be given by the Bishop to instituting a training program for new District Superintendents.
- E. the Commission on Equitable Salaries be commended for their leadership in attempting to provide financial support for the ministry. We encourage the Commission to continue to furnish the Annual Conference with information and guidance that will assure adequate support.
- F. the Conference Committee on Insurance be commended for the leadership they provide in securing adequate hospital and medical insurance for ministers and their families; that this Committee continue to explore the feasibility of an Annual Conference program of life insurance for the minister and minister's family, with definite proposals for a life insurance program to be submitted to the 1976 session of the Annual Conference.
- G. the Annual Conference authorize and fund the Task Force on the Support of the Ministry to continue the study of the feasibility of instituting a Retirement Homes Program for ministers in this Conference.

- H. the Annual Conference designate the Board of the Ministry to oversee and implement the Policy for Sabbatical Leave for Ministers which was approved at the 1973 session of Annual Conference (see Conference Journal, 1973, page 382); that a cadre of retired ministers and persons in special appointments who could supply for ministers on leave that the appointment level at the point where one goes on sabbatical be guaranteed for a minister upon returning from such leave; that sabbatical leaves for study be encouraged.

III. Personal Resources

In addition to the same stresses that impinge on other persons in modern society, the minister and minister's family are subjected to those peculiar to the profession today. The minister's family needs resources and support to strengthen their identity as persons and undergird the stability of the family. We recommend that:

- A. the Annual Conference Committee on Pastoral Care and Counselling develop a plan for making professional counselling available for ministers and their families throughout the Conference at a reasonable cost, and that the plan be reported to the 1976 session of Annual Conference.
- B. support groups be developed within each district to provide opportunities for fellowship and support among ministers and their families; that, where possible these support groups be developed along the "cluster" concept.
- C. training for Pastor/Parish Relations Committees on a continuing basis be provided by the Conference Work Area on Lay Life and Work, enlisting such resource persons as necessary; that special attention be given to the Committee's supportive and interpretive role for the minister, that such a program of instruction and guidance be funded by the Conference to begin no later than December 1, 1975 and continue at least on a biennial basis.
- D. the Conference Work Area on Worship be instructed to provide each minister's family with guidance in personal and family devotional resources; that

spiritual life and personal enrichment retreats be given special attention at the district level.

IV. Pension and Retirement Program

The The Ministers' Reserve Pension Fund, with supplements provided through the Duke Endowment and the Cole Foundation, provides a significant pension and retirement program for the ministers of the Conference. The minister has the option of increasing his retirement income if he desires; or in case of salary less than average, he has the option of paying into the Fund on that basis. We heartily commend this program in its totality.

Part Two

MINISTERIAL EVALUATION

A Program for Self-Improvement in the Ministry

"Meditate on these things, give yourself entirely to them, that your progress may be manifest to all. Take heed to yourself and to your teaching, be earnest in them. For in so doing you will save both yourself and those who hear you."

I Timothy 4: 15-16

Purpose of the Ministerial Evaluation Process:

To provide a means for continuous self-discovery, and discovery within the community of the church, of one's own value and potential as a child of God; to provide a climate of concern and support for each minister, such climate being created and sustained by the persons with whom one serves in the church; to demonstrate the concern that the church (laity and clergy) has for the minister as a person; to provide a framework for helping openly to discover and meet the needs of each minister; to help overcome weaknesses and affirm strengths; to support personal growth and enrichment; to provide the opportunity for on-going, honest and open dialogue in a supportive framework which can contribute to continuous growth for the minister, personally and professionally.

Assumptions of the Ministerial Evaluation Process:

1. Personal assessment by self and others is ordinarily productive and beneficial, leading to personal growth and enrichment.
2. Continuing growth, intellectual, personal, and spiritual, is desirable for all persons in ministry. Evaluation is one step needed for such growth.
3. Individual accountability and evaluation should be based on goals mutually determined by the church and the minister. The process is most beneficial when personal and professional goals can be integrated with congregational goals.

4. Ministerial evaluation is not to be related to salary and/or appointment decisions.
5. A good method of performance evaluation communicates to the minister that someone cares deeply about him/her.
6. Performance evaluation is going on all the time for all ministers. This plan gives opportunity to open up these evaluation to honest, mature dialogue thus opening the way to more authentic personhood and ministry.
7. Evaluation will affirm strengths and identify needs. Subsequent counsel and aid should help a person capitalize on strengths and work in areas where one needs to grow.
8. Evaluation should help a person understand himself/herself better, be more effective in ministry, and find ministry more fulfilling.

Objectives of Ministerial Evaluation:

1. The Minister's Objective: To clarify his/her unique personal and professional goals and how these goals relate to the church's goals.
2. Evaluation of Programs and Performance: To clarify how well the minister is accomplishing his/her objectives and how he/she can improve in the future.
3. Cooperative Evaluation: The Minister and the Pastor-Parish Relations Committee and the District Superintendent independently and systematically evaluate minister's performance and share together their perceptions of what is going on in the church and in the work of the minister. The Conference Staff, the district superintendent, the Bishop, and those in special appointments will evaluate their ministry and have their ministry evaluated by person/persons to whom they are accountable.

Working toward these objectives, the Ministerial Evaluation Process would: reduce conflict about roles and expectations; reduce ambiguity about what the minister is and is not expected to do; evaluate performance based upon goals and programs and give the minister assurance that someone cares about him/her as a person and about his/her work.

Evaluation of the Minister

Pastoral Evaluation of _____ Age _____ Date _____
Present Appointment _____ Year(s) of service here _____
Year(s) in the ministry _____

Recommended Steps in the Process:

1. Read this entire paper before completing any part of it.
2. Fill out one copy for yourself, give one copy to each member of your Pastor-Parish Relations Committee, and one to your District Superintendent to fill out. Then each of you mail them to the District Superintendent and he will make a consensus tabulation of the results.
3. When the tabulation is complete the District Superintendent will contact the minister and the Chairperson of the Pastor-Parish Relations Committee to set a meeting date for the discussion of the findings together.
4. After that meeting the minister will then fill out the Process Evaluation sheet to outline the influence of the process on the next year's work.
5. When this is done the minister may wish to discuss his/her goals with the District Superintendent and Pastor-Parish Relations Committee so that they can work together to achieve their goals.
6. Keep a copy of this in your files for frequent reference and for assisting in next year's evaluation.

Keep in mind there are three levels of evaluation - Category importance, Degree of Importance, and Effectiveness of Performance. The first column asks how important you judge the category of ministry to be. (No number can be marked more than once in this column.) The second column asks how important you judge each task in the category to be. The third column asks you to evaluate the minister's performance of each task listed. One represents a very low degree of adequacy, six represents a very high degree of adequacy. A response of zero is provided if you have insufficient knowledge to make a judgment.

	<u>Importance of Category</u>	<u>Degree of Importance To You</u>	<u>Effectiveness of the Pastor</u>	<u>Insufficient Basis for Judgment</u>
<u>PASTORAL MINISTRY</u>	1 2 3 4 5 6			
Ministering to the sick, dying, and bereaved.....		1 2 3 4 5 6	1 2 3 4 5 6	0
Availability		1 2 3 4 5 6	1 2 3 4 5 6	0
Counseling with people about their moral and personal problems; including marriage and vocational issues		1 2 3 4 5 6	1 2 3 4 5 6	0
Leading others to personal commitment to Jesus as Lord		1 2 3 4 5 6	1 2 3 4 5 6	0
Enlisting new members		1 2 3 4 5 6	1 2 3 4 5 6	0
Assimilating new members		1 2 3 4 5 6	1 2 3 4 5 6	0
Assisting persons toward Christian maturity		1 2 3 4 5 6	1 2 3 4 5 6	0
Visiting in the homes of the congregation		1 2 3 4 5 6	1 2 3 4 5 6	0
Ministering to the aged and shut-ins		1 2 3 4 5 6	1 2 3 4 5 6	0
Concern for people		1 2 3 4 5 6	1 2 3 4 5 6	0
Relating to children		1 2 3 4 5 6	1 2 3 4 5 6	0
Relating to youth		1 2 3 4 5 6	1 2 3 4 5 6	0
Relating to adults		1 2 3 4 5 6	1 2 3 4 5 6	0
Other _____ _____ _____				
<u>PUBLIC WORSHIP MINISTRY</u>	1 2 3 4 5 6			
Leading Public Worship		1 2 3 4 5 6	1 2 3 4 5 6	0
Administering the sacraments (Lord's Supper and Baptism)		1 2 3 4 5 6	1 2 3 4 5 6	0
Conducting Weddings		1 2 3 4 5 6	1 2 3 4 5 6	0

<u>Importance of Category</u>	<u>Degree of Importance To You</u>	<u>Effectiveness of the Pastor</u>	<u>Insufficient Basis for Judgment</u>
Conducting Funerals	1 2 3 4 5 6	1 2 3 4 5 6	0
Creative use of liturgy	1 2 3 4 5 6	1 2 3 4 5 6	0
Evidence of Sermon preparation	1 2 3 4 5 6	1 2 3 4 5 6	0
Grounding of sermons in Biblical sources	1 2 3 4 5 6	1 2 3 4 5 6	0
Sermons related to social issues	1 2 3 4 5 6	1 2 3 4 5 6	0
Sermons related to personal issues	1 2 3 4 5 6	1 2 3 4 5 6	0
Delivering sermons in an effective manner	1 2 3 4 5 6	1 2 3 4 5 6	0
Relating the Bible and theology to contemporary life	1 2 3 4 5 6	1 2 3 4 5 6	0
Meaningful pastoral prayers	1 2 3 4 5 6	1 2 3 4 5 6	0
Other _____			

<u>NURTURING MINISTRY</u>	1 2 3 4 5 6		
Equipping lay persons for effective ministry	1 2 3 4 5 6	1 2 3 4 5 6	0
Encouraging the educational ministry of the church	1 2 3 4 5 6	1 2 3 4 5 6	0
Guidance in prayer and the inner life	1 2 3 4 5 6	1 2 3 4 5 6	0
Confirmation and membership training (adult).....	1 2 3 4 5 6	1 2 3 4 5 6	0
Serving as a teacher (other than church school)	1 2 3 4 5 6	1 2 3 4 5 6	0
Helping to develop lay educational leadership	1 2 3 4 5 6	1 2 3 4 5 6	0
Counseling with lay church school personnel	1 2 3 4 5 6	1 2 3 4 5 6	0

	<u>Importance of Category</u>	<u>Degree of Importance To You</u>	<u>Effectiveness of the Pastor</u>	<u>Insufficient Basis for Judgment</u>
Encouraging discussion of biblical and theological issues		1 2 3 4 5 6	1 2 3 4 5 6	0
Recruitment for ministry		1 2 3 4 5 6	1 2 3 4 5 6	0
Other _____				

ORGANIZATIONAL AND ADMINISTRATIVE MINISTRY..... 1 2 3 4 5 6

Working with administrative board, council on ministries and other committees and task forces		1 2 3 4 5 6	1 2 3 4 5 6	0
Managing the church office - records, correspondence, etc.		1 2 3 4 5 6	1 2 3 4 5 6	0
Promoting and creating enthusiasm for local church programs		1 2 3 4 5 6	1 2 3 4 5 6	0
Supporting and promoting the benevolent program of the United Methodist Church		1 2 3 4 5 6	1 2 3 4 5 6	0
Helping in the management of church finances		1 2 3 4 5 6	1 2 3 4 5 6	0
Enabling a "team", like the Council on Ministries, to set goals and initiate action		1 2 3 4 5 6	1 2 3 4 5 6	0
Working as a part of a staff or team of ministers and laymen		1 2 3 4 5 6	1 2 3 4 5 6	0
Helping other team members realize their potential leadership		1 2 3 4 5 6	1 2 3 4 5 6	0
Other _____				

	<u>Importance of Category</u>	<u>Eegree of Importance To You</u>	<u>Effectiveness of the Pastor</u>	<u>Insufficient Basis for Judgment</u>
SOCIAL MINISTRY - LOCAL COMMUNITY AND THE WORLD BEYOND 1 2 3 4 5 6				
Encouraging ecumenical cooperation		1 2 3 4 5 6	1 2 3 4 5 6	0
Helping to inform laymen concerning important social issues and the relationship of the issues to the Christian faith		1 2 3 4 5 6	1 2 3 4 5 6	0
Participating in community life		1 2 3 4 5 6	1 2 3 4 5 6	0
Encouraging and supporting laymen to exercise Christian responsibility in community life		1 2 3 4 5 6	1 2 3 4 5 6	0
Working with groups who are victims of social neglect and/or injustice		1 2 3 4 5 6	1 2 3 4 5 6	0
Attempting to influence the policies of organization or institutions as well as the church to be more concerned with social justice		1 2 3 4 5 6	1 2 3 4 5 6	0
Promoting interest in and support for the connectional ministry of the church		1 2 3 4 5 6	1 2 3 4 5 6	0
Other _____ _____ _____				
PERSONAL AND PROFESSIONAL DEVELOPMENT 1 2 3 4 5 6				
Personal study habits		1 2 3 4 5 6	1 2 3 4 5 6	0
Participating in continuing education opportunities (pastor's schools, university or seminary courses, clinical training, etc)		1 2 3 4 5 6	1 2 3 4 5 6	0

<u>Importance of Category</u>	<u>Degree of Importance To You</u>	<u>Effectiveness of the Pastor</u>	<u>Insufficient Basis for Judgment</u>
Relationships with fellow ministers	1 2 3 4 5 6	1 2 3 4 5 6	0
Respect for the ministry as a profession	1 2 3 4 5 6	1 2 3 4 5 6	0
Intellectual growth	1 2 3 4 5 6	1 2 3 4 5 6	0
Spiritual growth	1 2 3 4 5 6	1 2 3 4 5 6	0
Other _____ _____ _____			

PERSONAL CHARACTERISTICS (In this section several of the items ask you to evaluate the personal characteristics of the minister rather than his performance)..1 2 3 4 5 6

Flexibility	1 2 3 4 5 6	1 2 3 4 5 6	0
Personal integrity	1 2 3 4 5 6	1 2 3 4 5 6	0
Personal appearance	1 2 3 4 5 6	1 2 3 4 5 6	0
Responsibility in personal and family financial affairs	1 2 3 4 5 6	1 2 3 4 5 6	0
Awareness of strengths and limitations	1 2 3 4 5 6	1 2 3 4 5 6	0
Openness to personal growth and change	1 2 3 4 5 6	1 2 3 4 5 6	0
Placing high priority on family responsibilities	1 2 3 4 5 6	1 2 3 4 5 6	0
Competence in interpersonal relations	1 2 3 4 5 6	1 2 3 4 5 6	0
Communicating the authenticity of his/her faith	1 2 3 4 5 6	1 2 3 4 5 6	0
Willingness to listen to others	1 2 3 4 5 6	1 2 3 4 5 6	0

	<u>Importance of Category</u>	<u>Degree of Importance To You</u>	<u>Effectiveness of the Pastor</u>	<u>Insufficient Basis for Judgment</u>
Punctuality		1 2 3 4 5 6	1 2 3 4 5 6	0
Self-image		1 2 3 4 5 6	1 2 3 4 5 6	0
Security		1 2 3 4 5 6	1 2 3 4 5 6	0
Other _____				

SIGNED _____

PERSONAL ASSESSMENT OF MY MINISTRY:
(To be completed by minister only.)

I. The following is my assessment of my ministry this past year:

- A. What has happened that has been helpful or productive?
- B. What has happened that has been harmful or counter-productive?
- C. Looking at last year's goals/objectives for this church:
 - 1. Did you set some personal goals/objectives?
If so, state them:
 - 2. Did the church(es) you serve set goals/objectives for last year?
_____ If so, state them:
 - 3. What progress do you feel you and/or the church(es) made toward the above goals/objectives?

II. How I see myself in ministry at this time:

- A. My long-range goals, vision, for my ministry: (Not a specific appointment -- rather, what you'd like to accomplish, type of ministry you'd like, etc.)
- B. In relation to these goals, I see myself now at this place:
- C. To realize my goals, I may need to do these things:
- D. My present appointment is _____ is not _____ a meaningful ministry to me.
State specific reasons for your answer:

III. My personal and professional development:

- A. I have participated in the following continuing professional education experiences in the past 12 months--24 months:
- B. Areas of reading this year:
 - 1. Name some books especially meaningful to you:
 - 2. What periodicals do you read regularly?
- C. In the future, I'd like to do the following in continuing education:
- D. What goals/objectives has the church you serve set for next year?
- E. What goals/objectives have you set for yourself for next year?

PROCESS EVALUATION

(To be completed by the minister after consultation with)
District Superintendent and Pastor-Parish Relations
Committee

- I. (a) How do I feel about what has happened in this process?
 - (b) How do I feel about our differences in my evaluation?
 - (c) How do I feel about our agreements?
- II. (a) In what areas has my effectiveness been affirmed?
 - (b) What will be necessary to maintain or increase my degree of effectiveness in these areas?
- III. (a) In what areas have I been evaluated as being less effective than I might be?
 - (b) What action will I need to take to become more effective in these areas?
- IV. What assistance and resources will I need to accomplish these goals which I have established for myself (such as funds, Pastor-Parish Relations Committee, District Superintendent, etc.).

RECOMMENDATION:

The Task Force on the Support of the Ministry recommends that Part Two of this report be accepted on an experimental basis; that the District Superintendents ask for volunteers among their ministers who wish to participate; that the Task Force be given a compilation of the Process Evaluation sheets by each District Superintendent to be used by the Task Force in making further recommendations to the 1976 session of the Annual Conference.

Mrs. Fletcher Nelson, Chairperson

Robert T. Young, Secretary

Dr. Charles White

Mrs. James E. Smith

Dr. Eugene Peacock

John McWhorter

Jerry D. Murray

Carl Johnson

Donald Haynes

Donald Ellis

RESPONSES TO QUESTIONNAIRE

The following information was secured from a questionnaire sent to the chair person of the various Commissions on Equitable Salaries in the United States. More detailed information about individual Conference programs can be secured from the pack of Conference Programs given the chair person of your Conference Commission at registration on Tuesday.

Number of Annual Conferences in the United States:	73
Number of Annual Conferences responding to the questionnaire:	40

I. PASTORAL CHARGES:

Largest number of Pastoral Charges in reporting A. C.	712
Smallest number of Pastoral Charges in reporting A. C.	126
Average number of Pastoral Charges in reporting A. C.	409
Largest percentage of Pastoral Charges receiving salary supplements from the Commission on Equitable Salaries in reporting A. C.	22%
Smallest percentage of Pastoral Charges receiving salary supplements from the Commission on Equitable Salaries in reporting A. C.	2%
Average percentage of Pastoral Charges receiving salary supplements from the Commission on Equitable Salaries in reporting A. C.	12%

II. MINIMUM SALARY SCALES:

A. FULL CONFERENCE MEMBER:

Number of Conferences in reporting category:	40
Highest minimum salary for a reporting A. C.	9,440.00
Lowest minimum salary for a reporting A. C.	5,600.00
Average minimum salary for reporting A. C.	7,668.00

B. FULL TIME PROBATIONARY MEMBER:

Number of Conferences in reporting category:	38
Highest minimum salary for a reporting A. C.	8,500.00
Lowest minimum salary for a reporting A. C.	5,200.00
Average minimum salary for reporting A. C.	7,420.00

C. ASSOCIATE MEMBER-

Number of Conferences reporting in category:	37
Highest minimum salary for a reporting A. C.	8,500.00
Lowest minimum salary for a reporting A. C.	4,500.00
Average minimum salary for reporting A. C.	7,140.00

D. FULL TIME LAY PASTOR

Number of Conferences reporting in category:	37
Highest minimum salary for a reporting A.C.	8,300.00
Lowest minimum salary for a reporting A.C.	4,200.00
Average minimum salary for reporting A.C.	6,668.00

E. SEMINARY STUDENTS-

Number of Conferences reporting in category:	20
Highest minimum salary for a reporting A.C.	8,300.00
Lowest minimum salary for a reporting A.C.	2,333.00
Average minimum salary for reporting A.C.	6,078.00

F. UNDERGRADUATE STUDENTS-

Number of Conferences in reporting category:	20
Highest minimum salary for a reporting A.C.	7,875.00
Lowest minimum salary for a reporting A.C.	3,600.00
Average minimum salary for reporting A.C.	5,316.00

G. MAXIMUM AMOUNT OF SUPPLEMENT TO ANY ONE CHARGE-

Number of Conferences reporting in category:	36
Highest amount of maximum supplement:	4,400.00
Lowest amount of maximum supplement:	750.00
Average amount of maximum supplement:	2,324.00

NOTE: 21 Annual Conferences reported in the above listings. All others with the exception of two or three, who work from a percentage standpoint, there are no limitations as to the amount of maximum supplement.

H. INCREMENTS-

The kinds of increments given by the various Annual Conferences reporting are so different and varied that a tabulation cannot be adequately made. However it can be pointed out that most Annual Conferences have some kind of increment as an addition to the minimum salary supplement. These include increments for years of service, multiple church charges, family dependents, travel, and others such as housing, insurance, utilities, etc.

III. ADDITIONAL SUPPLEMENTS-

Number of Commissions giving additional supplements for New Church Situations:	7
Number of Commissions giving additional supplements for Larger Parishes:	8
Number of Commissions giving additional supplements for Inner City Missions:	4
Number of Commissions giving additional supplements for other types of ministries:	8

IV. MOST PRESSING CONCERNS OF CONFERENCE COMMISSIONS
(NO PRIORITY INTENDED)

- ~~F~~ 1-Getting of D.S.'s. to follow the rules.
- C 2-Getting into Action ministries.
- B 3-We feel more guidance could be included in the Discipline as to how equitable salary effects every church in the Conference.
- F 4-Use of District Committees to work with C.E.S. and local charges.
- B 5-How to handle additional salary considerations- Social Security, Insurance, Travel, Utilities, etc.?
- F 6-What is Equitable?
- E 7-The effect of an Equitable Salary increase on the cost of funding-pensions.
- E 8-Giving Equitable Salary charges help and motivation in becoming self-sustaining.
- B+E 9-To make minimum salary truly equitable- differences in travel and utility cost from charge to charge.
- E 10-How to evaluate needs of charges and to stimulate their independence.
- A 11-Adequate support for Seminary Students (graduates) returning to an appointment.
- F 12-Realignment of charges and/or parish boundaries and membership levels, etc.
- E 13-Getting charges whose pastors receive C.E.S. help to increase their local giving to increase the pastors salary.
- E 14-An even greater increase in minimum salary scale than our present program.
- E 15-An inducement to help charges raise their salaries, year after year.
- D 16-How to implement "Equitable" salaries. Now supporting "Minimum" salaries. Do not wish to take all autonomy away from local church.
- C 17-Our salaries are increased by about 10% each year. This barely meets inflation. We are trying to provide parsonages for our black ministers to enable them to live on their charges.
- F 18-Financing our increased equitable salaries program.
- C 19-The large number of students- graduate and undergraduate- needing assistance.
- D 20-Whether and how to move to projected Equitable Salary scale.
- E 21-How to be fair in light of so many variables. i.e. resident and non-resident pastors, retired full-time and retired part-time, married and single, number of churches, New churches and older mission situations (rural and urban), Larger Parishes and station churches.
- F+C 22-Where is the division of our responsibility from that of the Board of missions?
- B+E 23-To raise the level of Equitable Salaries.
- F 24-To get churches off Equitable Salaries that have been on for many years.
- F+E 25-Our group is the "Division on Minimum Salary and Moving Expense" under the Annual Conference Board of Higher Education and Ministry. We are recommending this year for 1976 that Minimum Salary be listed only in our reports and that Professional expenses be on a requisition basis and that all utilities be paid by church.

- C 26-To pay an equitable salary for pastors--- and to have adequate parsonages for black churches in order for them to live on the charge and give full-time to the ministry.
- F 27-Developing a workable climate between the Cabinet, Mission Aid and our Commission.
- E 28-Increasing amount of Equitable Salary.
- E+B 29-To bring all salaries to a level where Pastor can live comfortably and above poverty level.
- C 30-The problem of small churches; How long do we keep them alive, since salary needs go up and ability of local church to pay remains the same or decreases?
- D 31-Interest in Basic Salary Plan
- B 32-Implication in tenure principle in long run.
- B 33-Equitable salaries for experienced Black members of the Conference (who should be above the minimum scale.)
- F 34-Define supplement on the basis of Professionalism or Assistance.
- E 35-Fringe benefits- how to handle?
- F 36-Establishment of an Equitable Salary Base for ministers that will be commensurate with cost of living increase; and, the maintenance of motivation and morale.
- C 37-Large number of small charges that have little hope of growing strong enough for self-support.
- A 38-Not making desired progress toward goals.
- B 39-Equitable salaries for men above minimum.
- E 40-The tendency of charges to accept minimum salary as the norm.
- A 41-Afflictions with "stationitis" on the part of both clergy and charges.
- F+A 42-Does the current approach encourage mediocrity?
- B 43-Raising of salaries between minimum and highest levels.
- B 44-Coordinating salary decisions between Mission Aid subcommittee of Board of Missions and Commission on Equitable Salaries.
- F 45-Contending with Commission on Finance and Administration on salary decisions.
- B 46-Comparative data compiled and used on salaries paid in denominational judicatories within Western Pennsylvania area- only Lutheran Church in America and American Lutheran Church had higher salaries in 1975; UMC salaries on par with United Presbyterian Church.
- B 47-Formula proposed and adopted by Conference that District Superintendents' salaries be two times the minimum base rate.
- B 48-Conference has improved hospitalization, pension, minimum salary, and minimum travel allowance in past two years.
- E 49-Tables included in 1975 Conference report reflecting purchasing power in relation to cash salary showing impact of current inflation upon pastors' salaries at minimum levels.
- B 50-Have included responsibility for recommending salaries for District Superintendents and Conference Staff personnel although salaries are adopted by other bodies.
- F 51-In last two years Commission has begun granting merit increases to pastors in minimum levels upon recommendation of District Superintendent and in situations where merit deserved but charge could not pick it up.

NOTE: The above concerns are listed without change in most instances as chair person gave them.

V. ANNUAL CONFERENCE SALARIES NOT INCLUDING SUPPLEMENTS:

A. FULL CONFERENCE MEMBERS-

Number of Conferences reporting in category	29
Highest Salary in the high range	32,965.00
Lowest salary in the high range	10,400.00
Average salary in the high range	22,458.00
Number of Conferences reporting in category	27
Highest salary in the low range	9,600.00
Lowest salary in the low range	2,740.00
Average salary in the low range	6,199.00
Number of Conferences reporting in category	19
Largest number of members in a reporting Conference	699
Fewest number of members in a reporting Conference	108
Average number of members in reporting A.C.	289

B. FULL TIME PROBATIONARY MEMBERS-

Number of Conferences reporting in category	23
Highest salary in the high range	12,900.00
Lowest salary in the high range	7,210.00
Average salary in the high range	10,045.00
Number of Conferences reporting in category	25
Highest salary in the low range	9,600.00
Lowest salary in the low range	900.00
Average salary in the low range	6,775.00
Number of Conferences reporting in category	19
Largest number of members in a reporting Conference	67
Fewest number of members in a reporting Conference	6
Average number of members in reporting Conferences	27

C. ASSOCIATE MEMBERS

Number of Conferences in reporting category	22
Highest salary in the high range	14,000.00
Lowest salary in the high range	7,500.00
Average salary in the high range	10,680.00
Number of Conferences in reporting category	25
Highest salary in the low range	9,600.00
Lowest salary in the low range	756.00
Average salary in the low range	6,149.00
Number of Conferences reporting in category	19
Largest number of members in a reporting A.C.	60
Fewest number of members in a reporting A.C.	2
Average number of members in reporting A.C.	26

D. FULL TIME LAY PASTOR-

Number of Conferences reporting in category	22
Highest salary in the high range	13,888.00
Lowest salary in the high range	5,000.00
Average salary in the high range	9,001.00
Number of Conferences in reporting category	23
Highest salary in the low range	9,600.00
Lowest salary in the low range	900.00
Average salary in the low range	5,342.00
Number of Conferences in reporting category	17
Largest number of members in a reporting A.C.	127
Fewest number of members in a reporting A.C.	2
Average number of members in reporting A.C.	32

E. SEMINARY STUDENTS-

Number of Conferences in reporting category	15
Highest salary in the high range	11,033.00
Lowest salary in the high range	4,500.00
Average salary in the high range	7,122.00
Number of Conferences in reporting category	13
Highest salary in the low range	9,600.00
Lowest salary in the low range	1,700.00
Average salary in the low range	5,153.00
Largest number of members in a reporting A.C.	47
Fewest number of members in a reporting A.C.	1
Average number of members in reporting A.C.	15

F. UNDERGRADUATE STUDENTS

Number of Conferences in reporting category	11
Highest salary in the high range	9,500.00
Lowest salary in the high range	4,400.00
Average salary in the high range	6,629.00
Number of Conferences in reporting category	9
Highest salary in the low range	6,900.00
Lowest salary in the low range	1,300.00
Average salary in the low range	4,171.00
Largest number of members in a reporting A.C.	26
Fewest number of members in a reporting A.C.	2
Average number of members in reporting A.C.	11

VI. THE AVERAGE ANNUAL CONFERENCE: A STATISTICAL PROFILE

1. From the data sent in by the various Commission chair persons, the average Annual Conference might be described as follows:

- 1. Pastoral Charges 409
- 2. Number of Pastoral Charges supplemented 50
- 3. Percentage of Pastoral Charges supplemented 12%
- 4. Minimum Salary Scale-
 - Full Conference Members 7,668.00
 - Full Time Probationary Members 7,420.00
 - Associate Members 7,140.00
 - Full Time Lay Pastors 6,668.00
 - Seminary Students 6,078.00
 - Undergraduate Students 5,316.00
- 5. Maximum amount of supplement, if applicable 2,324.00
- 6. Increments- Yes, but of such diversity that it cannot be averaged
- 7. Salary ranges (including base salary, travel expenses, utility allowances and health insurance).

	Highest	Lowest	Conf. Members
Full Conference Members:	22,458.00	6,199.00	289
Full Time Probationary:	10,045.00	6,775.00	27
Associate Members:	10,680.00	6,149.00	26
Full Time Lay Pastors:	9,001.00	5,342.00	32
Seminary Students:	7,122.00	5,153.00	15
Undergraduate Students	6,629.00	4,171.00	11

VII. STEPS NOW IN PROGRESS TO INCREASE SALARIES AT ALL LEVELS:

- Guidelines for use at both the District and local level with Pastor-Parish Relations Committees.
- Recommendations in reports to Annual Conferences urging local churches to make the minimum salary increase in excess of the cost of living.
- Studies concerning the present salary structure of the Annual Conference.
- Study of the Basic Salary Plan.

NOTE: 19 of the reporting Conferences are not involved in any program at the present to increase salaries at all levels.

The above information is based on 1975 programs now in use across the country. Each of the five Jurisdictions are well represented in the information.

TOPICS FOR DISCUSSION

The concerns listed below are those that came from the first Consultation or from the Steering Committee as they planned for this Consultation. These are questions and statements that need to be dealt with sometime during our general discussions.

- F* 1. Is salary supplement designed primarily for the support of ministers or charges?
- C* 2. Alternatives for strengthening ministries for charges:
 - Parish Ministries
 - Satellite Appointments
 - Part-time minister and part-time associate appointments (the minister is serving in both appointments at the same time.)
 - Inner City Ministries
- C* 3. Disposition of charges/churches that can never be self-supporting.
- F* 4. Define the term "Full-time Minister" including workload of same.
- E* 5. Across the board salary supplement support vs. graduated salary supplement based on years of service.
- E* 6. Classifications of ministers who should be covered under salary supplements.
- F* 7. A standardized plan for nation-wide reporting of salary.
- F* 8. Purposes and responsibilities of the Conference Commission on Equitable Salaries.
- F* 9. The need for a glossary of terms frequently used by Conference Commissions.
- F* 10. The need for someone at a general staff level to work with the various Conference Commissions on Equitable Salaries. Some possible responsibilities might be:
 - Coordinator of Conference programs.
 - Counselor to Conference Commissions.
 - Serve as a source of information and as a depository for existing Conference programs.
 - Plan and conduct workshops for: (a)Conference Commissions, (b) Pastor-Parish Relations Committees at the District level.
 - Research information needed for the operation of the program.
 - Keep abreast of changing trends within the church and nation.
- E* 11. Bonus programs as a means of incentive.
- F* 12. Disqualifying incomes which prohibit the receiving of salary supplements.

- F 13. Need for coordination with:
- Cabinet in setting new charge lines where salary supplements are required.
 - Board of the Ministry in determining classifications of eligibility.
 - Other Boards and Agencies (Committee on Missions, National Division, District Church Extension, etc.) which supplement salaries.
- F 14. Housing:
- Equitable percentage in arriving at total salary remuneration.
 - Parsonage furnished by charge vs. housing allowance.
 - Parsonage standards.
 - Provisions for retirement housing.
- F 15. Approval of applicants for salary supplements:
- Who?
 - How?
- A 16. What authority does the Commission on Equitable Salaries have in dealing with the ineffective minister who continues to draw salary supplements for years because of ineffectiveness?
- F 17. How should the Commission on Equitable Salaries deal with husband-wife teams who qualify for salary supplement grants?
- E 18. What income sources should disqualify the minister for consideration by the Commission on Equitable Salaries in making salary supplement grants?
- A 19. Should the Commission on Equitable Salaries supplement the salary of a man who is receiving a pension earned from service in a special appointment?
- F 20. Is there a need for uniform guidelines in setting salary supplements for use in all Conferences?
- F 21. Define what constitutes an equitable salary for:
- a local church.
 - an Annual Conference.
- E 22. Does the Commission on Equitable Salaries have a responsibility to supplement the salaries of students? if so,
- undergraduate students?
 - Theology school students?
 - Post-theology school students?
- F 23. Should the Commission on Equitable Salaries act as a recommendation committee for setting the salary of the following:
- Conference Staff ?
 - District Superintendents?
 - Other Conference employed personnel?

- B 24. How does the following relate to equitable salaries:
- Social Security?
 - Total insurance?
 - Continuing education?
- E 25. What requirements should be placed on the local church whose minister is receiving a salary supplement from the Commission on Equitable Salaries?
- A 26. What responsibility does the Commission on Equitable Salaries have to the minister whose salary is not supplemented by the Commission?

FINANCIAL STATEMENT - NATIONAL CONSULTATION ON
EQUITABLE SALARIES

Deposits \$5,445.86

Expenses

Telephone	\$ 745.55	
Office Supply	215.00	
Postage	198.90	
Printing	80.63	
Bank Service Charges	4.25	
Clerical	95.00	
Reimbursements to New York Annual Conference	20.00	
Accommodation at St. Paul	<u>2,517.00</u>	
Total	\$3,876.33	<u>3,876.33</u>

Balance \$1,569.53

Outstanding Bills

Secretarial Help 9/23-9/25	400.00
Meals	350.00
Telephone	300.00
Office Supplies & Equipment Rental	50.00
	<u>1,100.00</u>

Audited September 24, 1975 by James Womack

Submitted by Byron Lee White, Secretary-Treasurer

CONFERENCE	ATTENDED	FUNDING			TOTAL
		1	2	3	
1. Alabama-West Florida			\$20.00		\$20.00
2. Baltimore	X		\$20.00	\$20.00	\$40.00
3. California-Nevada	X	\$20.00	\$ 5.00		\$25.00
4. Central Illinois	X	\$20.00	\$20.00	\$20.00	\$60.00
5. Central New York	X	\$20.00	\$20.00	\$20.00	\$60.00
6. Central Pennsylvania					
7. Central Texas					
8. Detroit	X	\$20.00	\$20.00	\$20.00	\$60.00
9. East Ohio	X	\$20.00	\$20.00	\$20.00	\$60.00
10. Eastern Pennsylvania	X	\$20.00	\$20.00	\$20.00	\$60.00
11. Florida	X	\$20.00		\$20.00	\$40.00
12. Holston	X	\$20.00	\$20.00	\$20.00	\$60.00
13. Iowa	X	\$20.00	\$20.00	\$20.00	\$60.00
14. Kansas East	X	\$20.00	\$20.00	\$20.00	\$60.00
15. Kansas West	X	\$20.00	\$20.00	\$20.00	\$60.00
16. Kentucky	X	\$20.00	\$20.00	\$20.00	\$60.00
17. Little Rock					
18. Louisiana	X			\$20.00	\$20.00
19. Louisville	X	\$20.00	\$20.00	\$20.00	\$60.00
20. Maine					
21. Memphis	X	\$20.00	\$20.00	\$20.00	\$60.00
22. Minnesota	X	\$20.00	\$20.00	\$20.00	\$60.00
23. Mississippi	X	\$20.00	\$20.00	\$20.00	\$60.00
24. Missouri East	X	\$20.00	\$20.00	\$20.00	\$60.00
25. Missouri West	X	\$20.00	\$20.00	\$20.00	\$60.00
26. Nebraska	X			\$20.00	\$20.00
27. New Hampshire					

CONFERENCE	ATTENDED	FUNDING			TOTAL
		1	2	3	
28. New Mexico	X	\$20.00	\$20.00	\$20.00	\$60.00
29. New York	X	\$20.00	\$20.00	\$20.00	\$60.00
30. North Alabama	X	\$36.86	\$20.00	\$20.00	\$76.86
31. North Arkansas	X	\$20.00	\$20.00	\$20.00	\$60.00
32. North Carolina	X			\$20.00	\$20.00
33. North Dakota					
34. North Georgia	X	\$20.00	\$20.00	\$20.00	\$60.00
35. North Indiana	X	\$20.00	\$20.00		\$40.00
36. North Mississippi	X	\$10.00	\$20.00	\$20.00	\$50.00
37. North Texas					
38. Northern Illinois	X	\$40.00		\$20.00	\$60.00
39. Northern New Jersey	X	\$20.00	\$20.00	\$20.00	\$60.00
40. Northwest Texas	X	\$20.00	\$20.00	\$20.00	\$60.00
41. Oklahoma					
42. Oklahoma Indian Missionary					
43. Northern New York					
44. Oregon-Idaho		\$20.00			\$20.00
45. Pacific Northwest	X		\$20.00	\$20.00	\$40.00
46. Penninsula		\$20.00			\$20.00
47. Red Bird Missionary					
48. Rio Grande	X	\$20.00		\$20.00	\$40.00
49. Rocky Mountain	X	\$20.00	20.00	20.00	\$60.00
50. South Carolina	X	\$20.00	\$20.00	\$20.00	\$60.00
51. South Dakota	X	\$20.00		\$20.00	\$40.00
52. South Georgia	X	\$20.00	\$20.00	\$20.00	\$60.00
53. South Indiana					
54. Southern Cal.-Arizona					

CONFERENCE	ATTENDED	FUNDING			TOTAL
		1	2	3	
55. Southern Illinois	X	\$20.00	\$20.00	\$20.00	\$60.00
56. Southern New England	X	\$20.00	\$20.00	\$20.00	\$60.00
57. Southern New Jersey	X	\$20.00	\$20.00	\$20.00	\$60.00
58. Southwest Texas	X	\$20.00	\$20.00	\$20.00	\$60.00
59. Tennessee	X	\$20.00	\$20.00	\$20.00	\$60.00
60. Texas	X	\$20.00	\$20.00	\$20.00	\$60.00
61. Troy					
62. Virginia	X	\$20.00	\$20.00	\$20.00	\$60.00
63. West Michigan	X	\$20.00	\$20.00	\$20.00	\$60.00
64. West Ohio	X	\$20.00	\$20.00	\$20.00	\$60.00
65. West Virginia	X	\$20.00	\$20.00	\$20.00	\$60.00
66. Western New York					
67. Western North Carolina	X	\$20.00	\$20.00	\$20.00	\$60.00
68. Western Pennsylvania	X	\$20.00	\$20.00	\$20.00	\$60.00
69. Wisconsin	X		\$20.00	\$20.00	\$40.00
70. Wyoming	X	20.00	20.00	\$20.00	\$60.00
71. Yellowstone					

Count of Conferences 71
Count of Conferences Attending 52
Percentage of Conferences Attending 73%

Petition to the 1976 General Conference

To: Members of General Conference

From: The National Consultation on Equitable Salaries

Paragraph 892 reads: "Equitable Salaries.—— 1. It shall be the purpose of the equitable salary system to provide for the most effective assignment of conference ministerial manpower and financial resources within the framework of the conference program. Each Annual Conference is expected to develop and maintain guidelines and policies for the effective deployment of ministerial manpower.

2. Each Annual Conference shall adopt a schedule of equitable salaries for pastors and shall create a Commission on Equitable Salaries, composed of ministers and lay persons, to administer it. The commission shall carefully study the number and extent of the needs for additional ministerial support within the conference and the sources of income and with the approval of the conference Council on Finance and Administration shall present to the conference for adoption a schedule of equitable salaries, subject to such rules and regulations as the conference may adopt so long as the rules do not conflict with the provisions of this legislation. The schedule may allow for differences in living conditions, number of dependents in pastor's family, and any other variants the conference may direct.

3. In so far as practicable this schedule of equitable salaries shall be observed by the bishops and district superintendents in arranging charges and making appointments.

Paragraph 892 continued:

4. The Commission on Equitable Salaries shall present its estimate of the amount required to comply with the schedule of equitable salaries for the pastors, as adopted by the conference, to the conference Council on Finance and Administration, which shall apportion the amount as an item of ministerial support to the districts or the charges as the conference may direct.

5. The Equitable Salary Fund, secured as described in § 4, shall be used to provide each pastor who receives less than the equitable salary with an additional amount sufficient to make the salary approved by the pastoral charge plus the supplemental aid or income from other sources equal to the equitable salary approved by the conference; provided that nothing in this paragraph shall be construed as limiting the right of an Annual Conference to set a maximum amount to be used in attaining such equitable salary in any given case.

6. The Commission on Equitable Salaries shall see that the amounts for equitable salaries are collected and disbursed.

7. Consistent with the provisions of this paragraph, the primary responsibility for the payment of pastoral salaries remains with individual pastoral charges."

Instead of the above, read: 892 "Equitable Salaries— 1. It shall be the purpose of the Equitable Salary System to establish principles, policies, and guidelines through which financial resources are provided for the most effective appointment making within the Conference.

Paragraph 892 continued

Included in the areas of an equitable salary system are any variables related to salaries which the conference may direct.

2. Each Annual Conference shall create a Commission on Equitable Salaries composed of both laity and clergy in equal number, and, in addition, such ex officio persons as the conference may direct. Upon recommendation of the Commission each Annual Conference shall adopt a program of minimum salaries and/or a recommendation on an equitable salaries schedule for all ministers under appointment with annuity claim upon the conference. The Commission shall carefully study the number and extent of the needs for additional ministerial support within the Conference and the sources of income and after consultation with the Conference Council on Finance and Administration shall present to the conference for adoption a schedule of equitable salaries subject to such rules and regulations as the conference may adopt so long as the rules do not conflict with the provisions of this legislation. The schedule may allow for different types of appointments, minimum or sustenance levels of income, differences among charges and 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, standards relative to charge size, and any other variants which the Conference may direct.

3. In so far as practicable this schedule of equitable salaries shall be observed by the bishops and district superintendents in arranging charges and making appointments.

4. The Commission on Equitable Salaries shall present its estimate of the amount required to comply with the schedule of equitable salaries for the pastors, as adopted by the conference, to the conference

Paragraph 892 continued:

Council on Finance and Administration, which shall apportion the amount as an item of ministerial support to the districts or the charges as the conference may direct.

5. The Equitable Salary Fund, secured as described in § 4, shall be used to provide each pastor who receives less than the equitable salary with an additional amount sufficient to make the salary approved by the pastoral charge plus the supplemental aid or income from other sources equal to the equitable salary approved by the conference; provided that nothing in this paragraph shall be construed as limiting the right of an Annual Conference to set a maximum amount to be used in attaining such equitable salary in any given case.

6. The Commission on Equitable Salaries shall see that the amounts for equitable ^{charges} are collected and disbursed.

7. Consistent with the provisions of this paragraph, the primary responsibility for the payment of pastoral salaries remain with the individual pastoral charges.

8. It is understood that no Equitable Salary Plan enacted under the above provisions has any relation to any basic or uniform salary plan.

9. Should an Annual Conference seek to establish a basic or uniform salary plan, it shall not be instituted without adoption by a two-thirds majority vote of any regular Conference session and approved and ratified by a majority vote of the members of the charge conferences present and voting in 75 percent of the pastoral charges of such conferences. The District Superintendents shall certify to the Conference Secretary the results of the votes taken in the several charge conferences.

Submitted By:


James D. Archer, Ch.


Byron Lee White, Sec.

JAMES H. WOMACK
2143 Ferncliff Road
Charlotte, N. C. 28211

November 13, 1975

For some time now, I have been concerned at the constantly increased amounts of money required to supplement the salaries of the Ministers of our Conference. The total amount has risen from \$175,573 in 1970 to \$351,000 in 1975, an increase of 99.9%.

This, in itself, would not be alarming if the percentage, as related to the total budget, had remained fairly constant. This is not the case, however, as this percentage has risen from 4.01% in 1970, to 6.20% in 1975. I believe this is cause for concern on the part of all of us, and, unless we can do something to reverse the trend, it is my belief that we are headed for serious trouble in the not too distant future.

In reviewing the causes for this condition, we naturally had to review the records of the various Charges that have participated in the program, as this is where the record is made. Through increased giving from the members, a great many of the Charges have been able to assume total support for their Ministers. Others, seemingly, have not made this effort. This is borne out by the fact that the Charge support has not kept pace with the average increase in personal income for the people of the area.

As a means of helping to alleviate this problem before it becomes unmanageable, we ask you to take the following steps:

1. Review the matter with your other Charge officials at the earliest date possible, considering as you do the quality of stewardship which the Charge is practicing.
2. Be prepared to indicate to your District Superintendent at your next Charge Conference the results of your efforts.

We have set a goal of a 10% reduction in the budget for support for next year, and while we realize that all Charges will not be able to get to this level at once, we ask that you do the very best that you can toward meeting this objective. Your efforts will be greatly appreciated.

Sincerely yours,

James H. Womack, Chairman
Commission on Equitable Salaries

Registration at Kansas City National Consultation
1975

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SALARY GUIDELINES FOR VARIOUS SIZES AND CATEGORIES OF CHURCHES.

If you came here today expecting this topic to tell you exactly how much salary you should pay to a given United Methodist Minister on a particular Main Street, USA, then you may be entitled to a refund. If, on the other hand, you are looking for some ideas on the subject of how to set guidelines, and how to get implementation of these ideas into action - well, hopefully, you are at the right place.

For a few minutes I am going to share with you some of the thoughts that I have on the matter, and when we get into the discussions you will be able to hear the ideas of others assembled here. (And the greatest part of it, you will be able hear what others know.) At the end of the meeting all of you should have some useful ideas that you can take home with you. Please keep in mind that Dr. Cyril Stone will be dealing with Minimum Salary problems, and that I will be dealing only with the Charges that are fully self-supporting.

It will not be news to any of you when I say that the relationship between the Minister and his congregation has changed 180 degrees over the years, but, to set the mood for what I want to say, I think it is necessary to recount some of the history of where we have been in the past. In the early days of the Methodists in this Country, the Circuit Rider drew a small salary (about \$50 per year) and literally "lived off of the land" as he rode his circuit. Average life span of 36-38 years. His "meeting places" were in the homes of his people. As the population grew and the country began to grow into communities, towns, and even cities, churches were built and congregations formed. Local, or Lay Pastors - "Tent-makers", if you please, came into being. These Lay Pastors - millers, farmers, craftsmen - had their own regular vocations as a means of support. At first they received no compensation, monetarily speaking, but later the congregations, as a token of appreciation, began to pay small salaries and to otherwise evidence their appreciation through "poundings"; a few vegetables, eggs, etc., in the summer, and perhaps a side of beef in the fall. Everyone was happy with this arrangement.

Gradually conditions changed - Ministers became more that Lay Pastors, they went on to schools, to colleges, and some even to seminaries. They obtained degrees, and moved into the top echelons of the professional life of the day. Unfortunately, a great many of our people seem not to have realized that this change has occurred, and they still have many of the old ideas of remuneration, but all of them have all of the new ideas of what to expect from their Minister - professional preacher, professional counselor, complete pastoral care, but all for the same old amount of salary. (There are many, many reasons for this attitude, and some of them can be laid at the door of the Ministry, but that is another subject in itself.)

Now this is not to say that all Charges act this way, for some of them have acted in a very responsible, business-like, Christian-like manner.

Neither do I mean to imply that there is no longer a valid place for the tent-maker. I think we need both, and maybe some of the gradations in between, but we need to recognize which is which, and to have a policy that fits all situations. Most of all we need a program that will clarify the differences for our people, and teach them their responsibilities under any given situation.

For the large Churches in the cities there are usually members on Pastor-Parish Committees who are accustomed to dealing with salaries of professionals. They are familiar with all of the techniques of evaluating job content and responsibility, cost-of-living factors, merit increases, etc., etc., and for the most part do a fairly good job of setting proper salaries.

There are other Churches where the financial capabilities for equitable salary treatment exists, but where the leadership lacks experience at the management level of the business world. In many cases here we are dealing with people who still carry over some of the old ideas for paying the preacher - a feeling that he should never be paid more than the average income of the congregation (though no one is certain what that amounts to), and certainly should not be paid more than any member of the Pastor-Parish Committee.

Well, we have all kinds of people to deal with, so we need all of the tools that we can possibly get to work with. In addition, we need to develop the proper techniques to get these tools into the hearts and minds of those who need them. In this connection, I think that we should always remember that the Bishop and his Cabinet will prove to be the key to success for almost any program that you may develop. They are the ones who have primary contact, and primary influence, on the Local Church, so be sure that you have their full support before you launch your programs.

And now we are to the point where we are going to talk about some of the tools and techniques that have proven to be successful in some of our Conferences. I, of course, will be dealing with those used in my own Conference, or those which a few of you have sent in to me. I am sure that many of you have other ideas which you have used in your own Conferences, and we look forward to hearing about these in our Workshops.

EXHIBIT 1 - WHAT SHALL WE PAY OUR PASTOR IN 1975 ?????

In this letter to the officials of the Charges we have presented a very simple approach to a Cost-Of-Living Guideline. The main thrust of the letter was to get each Charge to take a look at itself; to evaluate its salary treatment for its Pastor for the past eight years, and, hopefully, to impress on them the fact that with anything less than an increase of 45.6% over this period they would have in effect been reducing the standard of living for their Pastor and his family. Any recognition for meritorious service would have to be above this.

They were challenged to do at least this much for their own Minister, and certainly to be "equitable" in their treatment of him. No doubt there were other factors involved, such as the influence of the Cabinet, but, for whatever reasons, the over-all result was a Conference-wide increase of 7.75%. Needless to say, we were pleased with the results.

EXHIBIT 11 - MINISTERIAL SALARY SUPPORT PROGRAM - WEST MICHIGAN AREA.

The "STATEMENT OF PHILOSOPHY FOR ESTABLISHING RELEVANT SALARY COMPENSATION" was first presented to the West Michigan Conference in 1970, having been developed by a lay committee appointed by the Resident Bishop for that purpose. It was adopted as a proper formula for that Conference, and has been updated and approved each year since.

The suggested salary (not to be confused with a guaranteed salary) is based on the "Average Household Buying Power" for that area, with additions and subtractions developed by the special study committee. It is as follows:

- 1) The household effective buying power in Michigan as reported each year in the Survey Of Buying Power, Sales Management magazine, be used as the base of determining salary support.
- 2) The household effective buying power be reduced \$2500 to correlate with the average cost of housing for the parsonage provided by the local church.
- 3) A twenty-five percent (25%) increase to the base figure be added to recognize the special training and professional responsibilities of the minister.
- 4) The percentage increase of the Consumer Price Index be added to the base figure to establish the most realistic up-to-date salary figure.
- 5) Reduce the total salary \$1000 to represent car expense.

(Based on the above formula for Michigan, the 1976 salary would round off to \$16,000. The average for 1975 is \$12,000+ , so, while they have not "achieved perfection", they are moving in that direction.)

Personally, I would feel a little more comfortable using a per-capita income figure for the base as it would prevent attacks on the basis of "we are employing an individual, not a household". This is a matter of judging, and you are urged to adapt that which would be most easily understood and accepted in your own Conference.

EXHIBIT 111 - SOME GUIDELINES FOR PASTOR-PARISH RELATIONS COMMITTEES, COMMITTEES ON FINANCE AND MINISTERS - TO AID IN NEGOTIATING A FAIR SALARY. NEW MEXICO CONFERENCE.

This exhibit is another effort on the part of one Conference to reduce to writing a "guideline to aid in negotiating an equitable salary". It

is a philosophical approach, yet it has many subtle ideas and suggestions to stimulate the reader into taking specific actions. It does not give a specific formula for arriving at a specific result, as does Exhibits 1 & 11, but it does furnish data that may be used to develop a formula suitable for the Charge. It also guides the reader by raising the following issues:

- 1) What factors ought to be considered?
- 2) What does the pastor pay out of his salary before actual "Purchasing Power" begins?
- 3) What constitutes the ability of the Church to share in meeting pastoral salary needs?
- 4) Other factors to consider in arriving at salary figure.
- 5) In addition to regular salary, what additional support might a congregation want to provide?

I like the idea of putting these points in the shape of questions. It strongly provokes the thinking of the reader, suggesting that he must come up with the answers. At the same time it does not leave him to flounder around, but instead subtly supplies possible answers. I think it is a very cleverly conceived paper.

EXHIBIT IV - REPORT OF TASK FORCE ON THE SUPPORT OF THE MINISTRY - WESTERN NORTH CAROLINA CONFERENCE.

This is a follow-up report of an overall study of the support of the Ministry in the Western North Carolina Conference. Previous reports dealt specifically with salary, travel reimbursement, pensions, sabbaticals, etc., and this report deals with indirect methods of achieving those things which the prior report pointed out as needs.

The first part of the report deals with the uniqueness of the life of a Minister and his family; his and their special styles of living; the special training he must have and which he must continue to get; the special resources that should be provided for him such as counseling, etc.; the unique problems of the Itinerant Ministry itself. In short, it attempts to inform and guide the parishoners in their personal relationships and responsibilities with their Minister.

The second part of the report deals with a "Program For Self-Improvement In The Ministry"; an evaluation process being the vehicle used. The Minister does a self-evaluation; the Pastor-Parish Committee and the District Superintendent continue to evaluate, but this time on a uniform basis. The Questionnaire asks a series of questions which the Minister must answer, eyeball to eyeball with himself.

After all forms have been completed, the Minister, the Pastor-Parish, and the District Superintendent get together to discuss the results. After the discussion, the Minister alone answers the evaluation section as he considers the results and plans his personal program and goals for the new year. (The program is optional for the Minister.)

EXHIBIT V - "EXTRA" EXPENSES INCURRED BY UNITED METHODIST MINISTERS

The "extra" expenses peculiar to the profession are seldom thought of by the average layman. These are very real to the Minister, and should always be a part of the considerations when setting salary amounts for him. (hand-out is fully self-explanatory)

EXHIBIT VI - "DO-IT-YOURSELF" PENSION PLANS FOR SELF-EMPLOYED

(hand-out is self-explanatory)

We have attempted to cover many phases of a problem in the matters that we have dealt with. There is, however, one underlying theme for all of our efforts here - to develop ideas for guidelines that may be tailored to fit the needs of each Conference. The situations that exist in each Conference are probably different- economically, philosophically, and perhaps even spiritually. Let us recognize these differences so that we do not fall into the trap of trying to provide uniformity where diversity exists.

We can then push toward EQUITABLE SALARIES for all.

James H. Womack

"EXTRA" EXPENSES INCURRED BY UNITED METHODIST MINISTERS

Many Methodists, perhaps most, are not aware of certain expenses that Ministers have that are over and above those paid by the average layman. These should be brought to the attention of Pastor-Parish Chairmen for consideration when determining salary amounts for Ministers.

An educated guess-timate for average amounts based on a \$10,000 salary in the Western North Carolina Conference are as follows:

Social Security (self-employed portion)	\$ 205.
Books	250.
Continuing education	250.
Clothing	200.
Moving expense (Average every 4-years)	300.
Travel (above that which is reimbursed)	?
Auto (trade-in every 3-years, instead of 7-years)	?

The above items, and amounts, may vary from Conference to Conference, and should be adjusted accordingly.

WESTERN NORTH CAROLINA CONFERENCE - COMMISSION ON EQUITABLE SALARIES

REPORT TO 1975 ANNUAL CONFERENCE

Real progress is being made on the road toward securing a truly equitable salary range for our Ministers. In 1974 the main thrust was on reimbursement for parish-related travel, and we are happy to report that this has largely been accomplished. The idea was well received by most of our Charges, and the result has proven to be a real boon to our Ministers.

For 1975 our appeal to all Charges was for a salary increase at least equal to the cost-of-living increase, which we estimated to be 8%. The response was excellent as we had an average increase across the Conference of 7.75%, and we understand that a few adjustments are still to be made. This accomplishment has been possible only through the generous response of our Charges, and for this we are deeply grateful. We are especially grateful to those Charges with which we work directly in providing support for their Ministers. With continued support like this we soon should have equitable salaries for all Ministers.

In keeping with the instructions of Paragraph 891 of the Discipline, your Commission proposes the following policies & guidelines for 1976:

A. POLICIES AND GUIDELINES FOR ADMINISTERING EQUITABLE SALARY FUNDS:

1. Each pastoral Charge requesting Equitable Salary support shall make application at the Charge Conference prior to the beginning of its Church Year (or as directed by District Superintendent) for funds with which to supplement its pastor's salary for the following year.

Upon request, the Charge will provide the District Superintendent with information early in the Conference Year showing records of performance, membership potential, and financial strength. This information, along with all other available data, will be evaluated by the Commission, and if there is indication that the Charge has potential resources (human and financial) to become self-supporting it will be so notified and it will be expected to do so in not more than five years.

2. In situations where the Commission participates with Duke Endowment in supplementing salaries of selected Pastoral Charges, the District Superintendent and Charge Representatives will negotiate an annual salary level and all subsequent appropriations with the Commission, including the duration of such supplements. Such Charges must be selected with care on the basis that they have potential resources to become a viable Charge in full ministry, including an equitable salary for its Minister.
3. In situations where the Commission participates in the pastoral support of a new congregation, it will be necessary for the District Superintendent and representatives of the congregation to negotiate an annual salary level and all subsequent appropriations with the Commission, including the duration of such supplements.

4. The Charge Treasurer will reimburse the Pastor for travel for parish related responsibilities, provided the Pastor makes requisition by approved travel voucher. Such reimbursement will be at the cents-per-mile rate set by the Conference. Total annual mileage for which the Charge will be responsible will be set through the collaboration of the Charge Representatives, the Pastor, and the District Superintendent. If mileage allowance appears to be excessive, the Commission will reserve the right to ask for review and justification.
5. Equitable Salaries Funds shall be used only in payment of salaries of pastors serving in the parish(Charge) ministry under appointment of the Bishop.
6. Student appointees to Charges who are taking more than six credit hours of seminary work, or nine credit hours of undergraduate work will not be eligible for payment under salary scale below for "Pastors Serving Full Time". Such appointees will be classified as "Student Pastors", and will be reimbursed under "Schedule For Student Pastors". (This classification here is used for salary determination only, and has no relation with appointee's Conference affiliation status.)
7. Salaries for Retired Supply Pastors, and for Part-time Pastors, will be on an adjusted basis to be negotiated by the District Superintendent and the Executive Committee of the Commission. Application must include a record of total income from all sources.
8. Funds of the Commission will not be used at Charges where Discretionary Funds are used.
9. In establishing the base salary of a Minister, any funds paid directly to the Minister by the Local Charge shall be counted among the total financial resources making up the Minister's salary with two exceptions:
 - a. The parsonage "rental value" is not to be considered salary, nor
 - b. Actual parish-related travel which is reimbursed upon the presentation of a voucher.
10. The Local Charge will be expected to pay the \$100 annual increment for service years, beginning in June, 1975.

B. SALARY SCHEDULE FOR 1976 FOR PASTORS SERVING FULL TIME APPOINTMENTS

Completed Years Of Service	<u>Lay Pastors</u>		<u>Associate Members</u>		<u>Probationers and Conference Members</u>	
	Single	Married	Single	Married	Single	Married
0	\$7000	\$7500	\$7200	\$7700	\$7600	\$8100
1	7100	7600	7300	7800	7700	8200
2	7200	7700	7400	7900	7800	8300
3	7300	7800	7500	8000	7900	8400
4	7400	7900	7600	8100	8000	8500
5	7500	8000	7700	8200	8100	8600
6	7600	8100	7800	8300	8200	8700
7	7700	8200	7900	8400	8300	8800
8 & over	7800	8300	8000	8500	8400	8900

Plus: \$250 per dependent child through four

Definitions:

1. Adjustments for change in marital status or number of dependent children will be made effective on the first day of the month following the month in which the change occurred.
2. A dependent child shall be defined as follows:
 - a. Single and not over 18 years of age, or an undergraduate in college for whom more than one-half the support is furnished.
 - b. Handicapped child of any age not capable of self-support.
3. Years of service shall be defined as years of full-time pastoral appointment in any conference or category. (Does not necessarily coincide with years of service defined by Board Of Pensions.)
4. A Minister must live within the bounds of Charge to which appointed (providing the Charge furnishes housing) if he/she is to be considered as "serving full time" and thus eligible to full salary from Equitable Salaries Fund.

Note: The above salary schedule reflects an increase of 8% over the average salary paid to Ministers serving Charges receiving salary supplements from this Commission. The 8% figure is the same as the average percentage increase being paid by all the Charges across the Conference for 1975.

C. MAXIMUM SCHEDULE FOR STUDENT PASTORS FOR 1976

	Living On Charge	Living Off Charge
1. Seminary Student:		
a. Single	\$5600	\$5000
b. Married	6600	6000
2. Undergraduate Student:		
a. Single	\$4800	4400
b. Married	5600	5200
Plus: \$250 per dependent child through four.		

PLEASE NOTE:

- a. The student schedule is the maximum allowed in each category. Often the responsibilities of the student pastor do not warrant the maximum, and should be adjusted downward accordingly when the appointment is being made.
- b. Salaries for student pastors shall be negotiated on the basis of total needs and responsibilities as presented by application from the student and the District Superintendent. Most students are eligible for loans and should be encouraged to go that route rather than to seek support from this Commission.
- c. All pastoral appointees taking more than six hours credit of seminary work, or nine credit hours of undergraduate work will be classified as "student pastors".

D. RECOMMENDATIONS

1. That the policies and procedures in Sections A, B, and C, be approved as the complete policies of this Annual Conference for Equitable Salary Support Charges, and that the Executive Committee of the Commission be authorized to administer the program for the Conference.
2. That Charges receiving salary support be diligent in their efforts to remove themselves from the program as soon as possible, and that those unable to do so increase salary support for their Pastor to the fullest amount possible.
3. That Cabinet use extreme caution in making appointments which place undue demands upon funds provided for the use of this Commission.
4. That all Charges within the Conference carefully evaluate their salary program each year to make certain that they indeed are paying an EQUITABLE salary to the Minister entrusted to their care.

James H. Womack, Chairman
Joel T. Key, Secretary