



Holiday Inn® OF HENDERSONVILLE

I-26 & U.S. 64

HENDERSONVILLE, NORTH CAROLINA 28739

January 7, 196

Dear Cyril:

There have been some rather rapid developments within the last few days, and the meeting notice which is enclosed is the direct result. I will fill you in with some of the details when I see you in Chicago, if you like, but suffice it now to say that Dr. Thornburg is now fully informed of the change in leadership of our Committee, and is in complete harmony with us.

No commitments have been made to him; nor from him to us, and the meeting in Chicago is simply to explore the possibility of our mutual advantages in becoming a part of his Board. We could expect reasonable funding from him for the operation of our committee, but we would remain a loosely structured, free-wheeling, group that would continue in our own way, joining with him when programs or projects of mutual benefit develop.

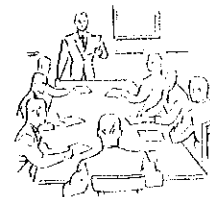
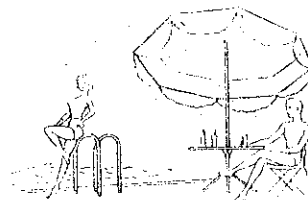
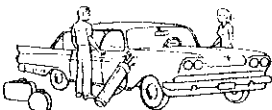
I hope that this allays some of the concerns expressed in your letter to James Archer on December 19, but I am sure that Dr. Thornburg will answer the others at our meeting.

Looking forward to seeing you on the 29th., I am,

Sincerely yours,

CC: Dr Kenneth Lambert

James H. Womack



HOLIDAY PRESS

JAMES H. WOMACK
2143 FERNCLIFF ROAD
CHARLOTTE, N. C. 28211
January 7, 1976

TO: STEERING COMMITTEE
NATIONAL CONSULTATION ON EQUITABLE SALARIES

SUBJECT: STEERING COMMITTEE MEETING

PLACE: Royal Court Inn (adjacent to O'Hare Field, Chicago)
DATE: January 29 & 30, 1976
TIME: 1:30 P.M., January 29

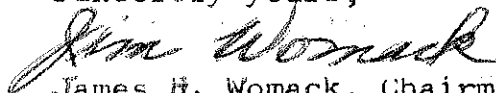
You have previously had communications from Reverend James Archer and Dr. Robert Thornburg relative to a proposed meeting between Dr. Thornburg and the members of this committee. I am pleased to advise you that final arrangements have been completed, and the meeting will be held according to the above schedule.

Dr. Thornburg has graciously offered to have his Board pay the expenses of the meeting, including the meeting of the Steering Committee on the day prior to meeting with him. You will be reimbursed by voucher for your travel and miscellaneous expenses; he will arrange for direct payment to the inn for your lodging.

The Steering Committee will meet for the handling of regular business matters beginning at 1:30 P.M. on Thursday, January 29th., and will continue into the early evening. Our meeting with Dr. Thornburg will begin at 10:00 A.M., Friday, January 30th., and will conclude at 4:00 P.M.

Reservations at the inn have been made for all Committee Members for the night of January 29th. Each member will be responsible for his/her own travel arrangements. This will be one of the most important meetings - probably the most important - of our tenure on this committee, and I urge each of you to make every possible effort to be there. You will be glad that you did.

Sincerely yours,



James H. Womack, Chairman
National Consultation On
Equitable Salaries

CC: Dr. Robert Thornburg

January 14, 1976

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

Dear Kenneth:

My telephone conversation with Dr. Robert Thornburg on January 6th. was a very pleasant experience, and, if I read him correctly, it would appear that he would be willing to take care of the expenses of a Steering Committee later in the year if one was necessary. Nevertheless, I think we should hold the Thursday meeting in Chicago as if it was to be the only meeting of the year.

The two most pressing items then would be:

1. Planning for the Jurisdictional Workshops in the late fall or early spring,
2. Legislation and attendant responsibilities for the General Conference.

Other matters that need attention, but probably not as pressing, are:

3. By-laws for the operation of the Consultation, and for the Steering Committee, including elections,
4. Dispensing information (and hopefully guidance) to the membership, and
5. Other.

You realize, of course, that with the exception of item three, all of these were covered in your letter to me of October 27, 1975. As time permits, please put some more meat on the bones, and be prepared to throw out as many specifics as you can at the the Chicago Meeting.

As you know, there is much diversity from Jurisdiction to Jurisdiction, and even from Conference to Conference within the same Jurisdiction. In our own Conference we

Dr. Kenneth M. Lambert

are becoming increasingly concerned about the percentage of the overall budget that is going for minimum salary support. In some of the other Conferences minimum salary supplement is negligible. The same diversity exists in other areas, also. At Kansas City we decided that the Jurisdictional Workshops would be planned and led by the two representatives of that J. I still think that is the best way probably, but we might want to give consideration to mixing across J. lines for the purpose of making all members more aware of the overall problems which we as a group will be facing during the next quadrennium. This would be especially true of the members of the Steering Committee. Also, it would seem that in tailoring the workshops to the local needs, we would probably have a great variety in the subjects covered.

Some rather
~~Some rather~~ rambling thoughts, but I did want to share them with you, and to do so more fully when we meet. I realize that your time schedule is different from mine, but my plane arrives in Chicago at 9:26 A.M., and if you find it convenient, I think it would be great if we could get together for some jawing prior to the 1:30 P.M. meeting.

Looking forward to seeing you soon, I am,

Sincerely yours,

January 15, 1976

Mr. Clifford R. Gross
10102 Reed Lane
Ellicott City, Maryland 21043

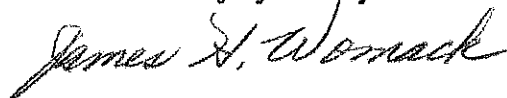
Dear Mr. Gross:

Thank you for your letter of December 12, 1976 (received 1/15/76), and also for the material which you sent to me shortly after our meeting in Kansas City.

The receipt of your letter was very timely as we will be having a Steering Committee in Chicago on the 29th. of this month, and the processing of the resolutions through the General Conference will be one of the main topics on our agenda. I am sure that we will find your material to be very helpful as we go about making our plans.

I remember our conversations in Kansas City very pleasantly, and I hope that we may have an opportunity to renew them in the future. In the meantime, please let us have the benefit of your experience at any time that you have anything to share with us.

Sincerely yours,



James H. Womack

January 16, 1976

The Reverend Patrick Flaherty
First United Methodist Church
221 East Broadway
Monmouth, Illinois 61462

Dear Pat:

Congratulations on your upcoming installation as the President of the YMCA Board for Warren County. I am sure that you have earned the honor, and, what's more, will wear it well.

We will miss you at the Thursday meeting, but I understand your reason, and you can be assured that we will look forward to having you with us on Friday.

Pat, I had a very pleasant telephone conversation with your friend Dr. Robert Thornburg on January 6th., and I am aware of your communication with him regarding a change in officers as of January 11. It finally became necessary for me to sort of "muscle-in" on the arrangements for the meeting, and your contact had put him in a very receptive mood.

Thank you for your cooperation and support. I will try always to merit it.

Sincerely,



James H. Womack



FIRST UNITED METHODIST CHURCH .221 EAST BROADWAY • MONMOUTH, ILLINOIS 61462

January 12, 1976

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

Dear Jim:

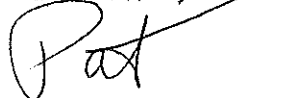
So glad to receive your letter about the upcoming National Consultation on Equitable Salaries Steering Committee meeting January 29-30.

When the original letter came through I made arrangements to be there in Chicago on January 30 at 10:00 A.M. but when the 29th was added to the schedule that created a problem. I am being installed as President of the YMCA Board for Warren County on the evening of January 29. I still plan to be present on the 30th at 10:00 A.M. if that is alright.

I have been out of town for a couple of weeks and so I am still completing my resume, which I will mail this week.

I wish I could be with you on the 29th but I will be anxious to hear reports on the 30th.

In Christ,



Pat Flaherty

PFF/pc

TELEPHONE: 309-734-4529

January 16, 1976

The Reverend Matthew H. Gates
210 Boston Post Road
Rye, New York 10580

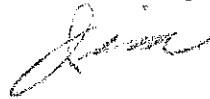
Dear

Thank you for your letter of the 14th., and I am sorry that you cannot make the Thursday meeting. Am delighted that you could change your schedule so that you can be with us on Friday, and we will be looking for you then.

We will be dealing primarily with the Consultation Workshops that will be held in each Jurisdiction some time in the Fall or the early Spring of 1977, depending on the time the newly elected officers for the Quadrennium take tenure. I will see that you are fully briefed on any part of the meeting that you miss.

It seems like a long time since we met in Birmingham, and I look forward to renewing our friendship on the 30th.

Sincerely yours,



James H. Womack



New York Conference Council on Ministries

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

January 14, 1976

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

Dear Jim:

I have just received your note re the Chicago meeting. I had been alerted prior to this about the meeting on Friday the 30th, and I have just changed my schedule so that I can be there for that. However, I find that I have a commitment on the evening of the 29th that is almost impossible for me to change. Therefore, I will not make the Thursday meeting but will be there Friday morning.

I am still trying to find a substitute for me on the 29th and should that happen, I of course will join you but as of this moment please do not plan on it. If you do not hear from me again within a few days, assume that I could not make the change and therefore you might as well cancel the hotel reservation for that evening. In any case, I will see you January 30th.

Sincerely,

Matthew H. Gates
Council Director

MHG:er

January 19, 1976

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

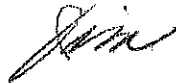
Dear Jim:

In our telephone conversation on January 5th., you mentioned that you were due reimbursement from the Consultation for your expenses for your trip to Nashville.

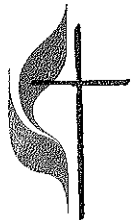
I have since learned from Byron White that we have \$325.90 left in our treasury, as of January 12, 1976. If this amount is sufficient to cover the expenses, I suggest that you submit your request to Byron so that you may be reimbursed without any further delay. Or, if you prefer, simply ask him to transfer the balance to you, and then reimburse yourself. Either way will be perfectly agreeable to me.

Looking forward to seeing you in Chicago, I am,

Sincerely,



James H. Womack



The United Methodist Church
The Berry Parish



**Parish
Churches**

Berry
Bethel
Campground
Haygood
New Hope
Oak Grove
Wiley

Pastors

Byron Lee White
Ph. 689-4585
201
Clayton Phillips
Ph. 339-1849

Parish Office

P. O. Box 97
Berry, Al. 35546
Phone 689-4691

**Church &
Community Worker**

Miss Mary Hubbard
Ph. 932-3867

January 12, 1976

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

Dear Jim,

Thanks for asking about my back; it's fine. As for my schedule it is about like your own.

I told James Archer over the phone 10 days ago that we had \$300 to \$400 on hand (he called me at home and the checkbook is at the office). I told him to submit a statemnt and I would pay his expenses. He did not say that they were for a trip to Nashville. He asked that I keep the books until I paid his expenses. As of this date I have had no further word from him.

Jim, I am a little confused. I don't know if he called you or me first? I want to turn my books over to new officers as soon as possible. I am waiting of Mr. Archer's expenses to do so. Are the expenses more than we have? Is this why He called you?

Mr Archer instructed me to go ahead with distribution even though I did not have Pat Flaherty's summation. (I still do not nor have I heard from him when I will receive it.) I did make distribution on January 9, 1976. I now have on hand \$325.90.

Please let me know if there is anything that I can do.

Sincerely Yours,

Byron Lee White

Send copies of

~~January~~
~~December~~ 10, 1976

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

Dear Byron:

What with your regular busy schedule, and the added responsibility of getting out the Kansas City wrap-up, I know that you are busy, busy, busy. Never-the-less, there is a bit of information that I need from you at a reasonably early date, and that is the amount of money left in the treasury after paying all the outstanding bills for the Consultation; just a ball-park number.

Jim Archer tells me that he needs to be reimbursed for some expenses that he has incurred- principally a trip to Nashville- and I was wondering if we have enough to cover his expenses, after paying for your expenses in preparing the mailing, etc., etc. (I am assuming that you still have the funds since he raised a question about it.) If not, I will have to get on the stick and try to raise some.

Byron, again I want to express to you my regrets that you will not be working with us in this next Quadrennium, and I know that the other members share this feeling, also.

May all the joys of the New Year be with you and yours throughout the year.

Very Sincerely,

Hope the injured back is completely well by now.

January 19, 1976

Dr. Kenneth M. Lambert
Box 4609 SFA Station
Nacogdoches, Texas 75961

Dear Kenneth:

Your letter of the 12th., and my letter to you of the 14th. crossed in the mail, but it seems that we are on about the same ~~wave~~-length when it comes to setting the priority order for our Chicago meeting.

Thank you for your offer to help in preparation for the meeting, but I really don't have much to suggest beyond that which was contained in the letter. I would like for you to be giving consideration to the specific format you think we should use for our Regional (Jurisdictional) meetings, and for the specific content matter to be used.

One item that I think should be used at all of the Workshops is a report on the actions of the General Conference that specifically affect the work of our Commission. I know that this information will have long since been available to our participants at the time of the Workshops, but I suspect that many of them will not be very well informed. This could be a very meaningful part.

Having decided on the subjects to be used, we then should give thought to method of presentation- discussion groups? lecture type?, etc. etc. The subjects at each workshop may vary, but at least we can list some for consideration.

I will explain the reasons for the time set for the meeting when I see you, but this seemed to be the best we could do under the circumstances.

As I told you, my arrival time is 9:26 A.M. on Thursday. I will be on Eastern Airlines, Flight 212. If meeting you in the O'Hare Terminal seems practical, please let me know.

Sincerely,



THE WESLEY FOUNDATION AT SFA

January 12, 1976

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

Dear Jim,

Thank you for your twin letters of January 7. I am glad that the meeting is on again. I am also pleased to hear that you think everything is clear with Dr. Thornburg.

Perhaps I like meetings too well, but I would like to encourage you to consider starting even earlier on Thursday. I plan to clear my schedule for travel on Wednesday so if you change the meeting time I will be available.

I hope we can use this time together to plan for consultations next winter. In order to do so some advance communications might be helpful. Let me know what I can do to help you in preparation for the meeting. Please express my thanks to Julian. You made no reference to him in the notices but I am sure he has helped us.

We'll be in touch.

Yours sincerely,



Kenneth M. Lambert

KML/jmj

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



FIRST UNITED METHODIST CHURCH
9 ROSS VALLEY DRIVE SAN RAFAEL CALIFORNIA 94901

January 21, 1976

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

Dear Jim:

In making flight reservations from San Francisco to Chicago, my best time puts me into O'Hare at 1:35 p.m., January 29th. I realize I shall be late for the starting time, but with a little luck, I should not be too late.

My plans are to be with you for the two days. I hope we can have the proposed legislation resulting from our Kansas City meeting. I very much want to meet with our delegates to General Conference to be sure they are aware of our needs.

I am looking forward to seeing you January 29th, probably around 2:15 to 2:30.

Sincerely,

Ralph Fellersen

rf/lh

January 26, 1976

Dr. Robert W. Thornburg
Board Of Higher Education And Ministry
The United Methodist Church
P.O. Box 871
Nashville, Tennessee 37202

Dear Dr. Thornburg:

It appears that we will have all ten members of our Steering Committee present for the meeting with you on Friday, January 30th. Two members have not responded to the meeting notice, but, inasmuch as they know that motel reservations have been made for them, I feel certain that they would have asked for a cancellation if they had not intended to occupy the rooms.

Two members have been unable to clear up commitments previously made for Thursday, but they do plan to be in attendance at the meeting with you on Friday. We will, therefore, need motel reservations for eight instead of ten for January 29th.

I am deeply appreciative for the interest that you are showing in our endeavor, and I am looking forward to being with you in person on Friday.

Sincerely yours,



James H. Womack

NATIONAL CONSULTATION ON EQUITABLE SALARIES

MEETING - CHICAGO - JANUARY 29, 1976

AGENDA

1:30 P.M.

A. JURISDICTIONAL WORKSHOPS:

1. Date to be held - Fall of 1976 or Spring of 1977
2. Places of Workshops
3. Workshop Leaders - Steering Committee Members
 - a- Within Jurisdictional Lines ?
 - b- Across Jurisdictional Lines ?
 - c- Involvement of other members ?
4. Topics:
 - a. Results of General Conference.
 - b. How to function effectively as Chairman.
 - c. "Orientation" of new Commission Chairmen.
 - d. Formulas for setting Minimum Salary Schedules.
 - e. Ministerial Self-Evaluation (a program for self-evaluation and improvement in the Ministry).
 - f. Ways of reducing salary supplements (not salaries).
 - g. Alternatives For Strengthening Ministries-
 - Parish Ministries
 - Satellite Ministries.
5. Methods Of Presentation-
 - Workshops
 - Lectures
 - Other.

B. RESOLUTIONS TO GENERAL CONFERENCE - ACTION RECOMMENDED

1. Letter to all Conference Commission Chairmen suggesting course of action:
 - a. Go to Delegates Briefing Session and ask them to watch for resolutions in their committees, and to see that resolutions are reported out.
 - b. Ask Conference Delegates to support resolutions when they appear on floor for voting.
 - c. Ask all members of Consultation who might be a Delegate to General Conference to work for our interest.
2. Are Resolutions in proper order to submit to General Conference ?
 - a. Send copy of Resolutions to all members, and along with them send instructions for submitting. Be explicit in giving instructions as to proper action to be taken.

C. BY-LAWS FOR CONSULTATION.

D. NEWSLETTER ON ITEMS OF INTEREST TO CONSULTATION MEMBERS-

1. Immediately following General Conference.
2. Quarterly or Semi-annually thereafter.
All members, especially Steering Committee, would have an opportunity for expression.

E. METHOD TO BE USED IN SENDING REMINDER FOR ANNUAL DUES.

AFTER DINNER

F. DISCUSS PROPOSAL FOR AFFILIATION WITH GENERAL BOARD OF HIGHER EDUCATION AND MINISTRY.

INFORMATION NEEDED FROM STEERING COMMITTEE:

1. Correct names, titles for addressing (Dr., Rev., etc.), streets.
2. Name and address of the Bishop of each Steering Committee member. Also, correct name of Conference.
3. What is our relationship with Bishop DeWitt?

ITEMS TO DISCUSS WITH DR. KENNETH M. LAMBERT

1. Limitations, if any, on him so far as time, secretarial help, etc. Can he arrange for all the help needed? Distribution of Questionnaires; compilation of results, etc., etc. *yes, JOK.*
2. Distribution of Minutes at Kansas City was not necessarily complete. Would it be a good idea to re-issue them with our first general mailing? Also, date shown in minutes for next meeting of Consultation was 1978; should have been 1979, ~~1978~~.
3. Should we gather copies of all Commission reports to Annual Conferences and distribute them to all members this year? Or, wait until next year to make general distribution, and then we would only circulate the items that represented significant changes in the following years?
4. Stationery For Consultation. Does he have a good source for purchase? Should we delay purchasing until after Annual Conferences have met? At that time we would know what our connection, if any, with the General Board would be; also, we would know if our membership remained intact on the Committee. *Yes*
5. Future meeting places for Steering Committee, and for full Consultation meeting in 1979.
6. ~~What brought about reorganization of Steering Committee?~~

February 11, 1976

The Reverend Matthew H. Gates
210 Boston Post Road
Rye, New York 10580

Dear Matty:

It was good to see you again in Chicago even though the press of time left little opportunity for personal fellowship. As a matter of fact, it did not give me enough time to tell you much about the discussions on the workshops which we are planning to conduct on a Regional, or Jurisdictional basis in the fall.

In the Thursday session we decided on five major subjects on which we would concentrate, with "miscellaneous" being one of the five. I took the liberty of assigning you to the subject on "Legislation", this having to do with the legislation of the General Conference. The minutes will cover this subject insofar as the immediate action to be taken by you. Your main work will be in the area of dealing with the effects of legislative action taken by the General Conference, as it affects our Commissions in the Annual Conferences, and the best ways of handling it in the fall workshops. Your teammates on this subject will be Drs. Knudsen and Lambert.

I am hoping that the minutes will be in sufficient detail to enable you to understand what we are striving for; if not, please get in touch with me or the Secretary, Kenneth Lambert.

If for any reason you prefer one of the other topics in the list, please let me know and I will be glad to make the switch.

Looking forward to seeing you in Nashville in June, I am,

Very sincerely, your friend,

James H. Womack

February 10, 1976

Mrs. Patricia Brown
30455 Progress Street
Roseville, Michigan 48066

Dear Mrs. Brown:

We missed you at our meeting in Chicago on January 29th, and hope that you can be with us at our next Steering Committee which will be in Nashville, Tennessee on the dates of June 29-July 1. A complete notice of arrangements will be sent to you prior to the meeting, but I wanted you to put it on your calendar now so that you can keep the date open for our Consultation meeting.

The minutes of our meeting on January 29-30 will be sent out within a few days, and they will give you some of the details regarding the work that each Committee member is being asked to do in preparation for our meeting. I have assigned you to the subject of " Relationships ", and it has to do with the relationships of our Conference Commission On Equitable Salaries with the other boards and agencies of the Annual Conference. I hope this assignment will be agreeable to you, but if, after seeing the others, you wish to change just let me know.

At this time you are not being asked to write a complete workshop paper, but simply to list the areas which you think should be covered by the person who does the workshop. After you have reviewed the minutes (I do not know how detailed they will be) you may have some questions, and, if so, please drop me a line and I will be happy to try to answer them. Please include your telephone number as I think it will be easier to explain it that way.

All of the Committee Members were delighted that you agreed to serve with us, and we look forward to seeing you in Nashville in June.

Sincerely,

James H. Womack, Chairman
National Consultation On
Equitable Salaries

February 2, 1976

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

Dear Byron:

In a surprise move to most, if not all, James Archer resigned as treasurer of the Consultation; he asked to be continued as a member of the Steering Committee. The Reverend Ralph Fellersen was elected to replace him.

James stated that he was waiting on his telephone bill in order to be able to complete his expense voucher, and that he should have it within ten days. After you have paid him, please get a Cashier's Check for the balance payable to: National Consultation On Equitable Salaries. Mail the check to:


The Reverend Ralph Fellersen
First United Methodist Church
9 Ross Valley Drive
San Rafael, California 94901

If Archer's voucher has not arrived by February 9th., you may transfer the balance to Ralph and forward the voucher on to him when it is received.

We had a Steering Committee meeting on the 29th. of Jan. and then met with Dr. Robert Thornburg with the Division Of The Ordained Ministry on Friday, the 30th.- both in Chicago. It would appear that we are off to a good start with him (following a little confusion), and I believe that we shall enjoy, as well as benefit, from the deal. We will remain more or less autonomous.

Thanks again for your help, and especially for your friendship.

Sincerely, your friend,



February 1, 1976

Dr. John R. Sills
Conference Treasurer
P.O. Box 12005
Charlotte, N.C. 28205

Dear John:

At the National Consultation On Equitable Salaries we agreed to pay an annual dues of \$40.00 to help defray the operating expenses of the Steering Committee. This is now due, and I would appreciate it if you would pay our obligation and charge it to the 1976 operating expenses of the Conference Commission On Equitable Salaries.

The check, in the amount of \$40.00 should be drawn payable to: The National Consultation On Equitable Salaries.

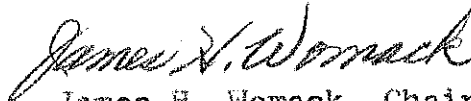
It should be mailed to:

The Reverend Ralph Fellersen
First United Methodist Church
9 Ross Valley Drive
San Rafael, California 94901

Please show on the check that it is for the "1976 Annual Dues, Western North Carolina Conference."

Your cooperation in this matter will be greatly appreciated.

Sincerely yours,



James H. Womack, Chairman
Commission On Equitable Salaries



ST. STEPHEN'S UNITED METHODIST CHURCH

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

(505) 293-9673

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

Feb. 13. 1976

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

Dear Jim,

Just a quick note in response to your good letter of Feb. 31. Thankyou ever so much for the name and address of the minister at Summerville. I have written to him and will see what the results are.

I am thrilled to be a part of a group of this caliber of our Steering Committee. Not only are they a harmonious group but they are working for some positive results. That is fun.

I have already fed our Jurisdictional prospects to the Jurisdictional Council on Ministries and have good response from our Executive Secretary. I believe these will work out well.

The Jurisdictional office is helping us with pre-registration and publicity.

I am much more at ease about our union with Division of Higher Education. I think Bob Thornberg fits our approach and will be supportive in many ways. So far, I am not aware that we would be sacrificing any of our basic principles or purposes by the merger.

I'll be joining with you as we pray for James Archer. He has many commendable qualities and maybe we can enable him to find himself and some freedom and security within the group.

Blessings on you! I appreciate the good leadership and fine spirit you provide.

Sincerely yours,


Cyril Stone

~~December~~ ^{February} 3, 1976

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

Dear Cyril:

What a pleasure it was to see you again, and to be able to have fellowship with a group of people whom I have learned to treasure as friends, for real. It still makes me realize that it is only through the grace of our God that a group of men from diverse backgrounds such as ours can come together, overlook differences in viewpoints, and work harmoniously for a common purpose. (I am, of course, aware of the tenseness that existed as a result of the differences with Jim, but I am hopeful that he will either join us or leave us.)

Cyril, the Journal for the South Carolina Conference lists the name and address of the Summerville minister as follows:

The Reverend James Alewine
Bethany United Methodist Church
P.O. Box 896
Summerville, S.C. 29483

I hope the information will be helpful to you, and will result in a good experience for your son. Summerville is a beautiful little village, and I am sure that he is enjoying living there.

How do you feel about the merger into the General Church Board? I am sure that everyone pays a price for such a move, but I really feel that it will work out well for us. Did he answer the reservations, and questions, that you raised in your letter of the 19th. of December?

Again, it was good to see you, and I am looking forward to June 29th. when we meet again.

Sincerely,

February 13, 1976

Dr. Kenneth M. Lambert
Box 4609 SFA Station
Nacogdoches, Texas 75961

Dear Kenneth:

As I was talking to you on the telephone last Monday the idea of drafting a joint letter came to me. It was a very simple trick, or so it seemed at first blush. As I began to put the idea into operation by putting words on paper, I could soon see that instead of assisting you I could very well be hampering your in the operation as it would be difficult to prepare it properly without personal, on-the-spot, consultation.

With that thought in mind, let me just list some items which I think should be included, and let you take it from there:

1. The completion of the Steering Committee, as authorized at Kansas City; the new Treasurer.
2. The meeting with Dr. Thornburg, and the fact that we are now legitimate (make that legal); a part of the General Church.
3. Request to members to file petitions (include instructions), and to follow up with own Conference Delegates about supporting them.
4. Your offer to send a newsletter periodically, with one to follow shortly after General Conference.
5. Steering Committee meeting in June to prepare for the Jurisdictional Workshops.
6. Tentative dates for Workshops in September and/or October. (I believe we should wait until after our June meeting with Thornburg before we mention the expense sharing that will seemingly be available.)

Dr. Kenneth Lambert

(2)

February 13, 1976

This list is not intended to/^{be}all inclusive, or by way of limitation at all, but does represent some of the most important matters which I think we should share at this time with the members at large.

As promised to you, I am enclosing the following items:

A neater copy of the roster of the Steering Committee,

A copy of the Guidelines,

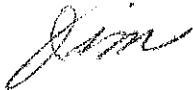
The third page of the members, including all of the missing names that I know were omitted, and

A copy of Bob Thornburg's letter to Dr. Ned Dewire.

I believe that this covers all of the data that I promised to send you, but if anything is missing, or I can help in any way, please call on me.

With deep appreciation for all the work that you are undertaking, I am,

Sincerely, your friend,



James H. Womack

Kenneth agreed (telephone 2/9/76) to re-write petition - (page 3, item 5B of Chicago minutes)

February 16, 1976

Mr. Wesley Bailey
707 Ransom Road
Winston Salem, N.C. 27106

Dear Wes:

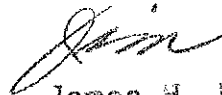
The National Consultation On Equitable Salaries, of which I am a member, is sponsoring some legislation to the General Conference. This legislation is aimed at clarifying the responsibilities of the Commission On Equitable Salaries at the Annual Conference level. Also, a petition that would permit the Annual Conferences to group all of the Boards and Commissions relating to the professional ministry under one Council, i.e., Board Of The Ministry, Board Of Pensions, Equitable Salaries, etc.

If you are planning to have another briefing session of the delegates to General Conference prior to leaving for Portland, would it be possible for me to appear before them for a few brief minutes? I would not try to take the time to go into detail about the petitions, but would simply pass out the copies with a brief word of the subject matter, and then request the support of the delegation. Five to eight minutes would cover all of the time that I would need.

If you have more than one meeting scheduled, I would be pleased to have an option that would best fit my schedule. If you have only one date that you can give me I will re-schedule, if necessary.

Your consideration of this request will be greatly appreciated.

Sincerely yours,



James H. Womack

NEWSLETTER

The Steering Committee strongly feels that a systematic method of distributing information about the work of various Commissions on Equitable Salaries is needed. This is a service which the Consultation can render and intends to do so. It is planned that a Newsletter will be prepared and distributed to all interested parties at least twice (not more than four times) yearly. The Secretary has responsibility to prepare and distribute this Newsletter. This material constitutes the first such issue. The next issue will be prepared immediately following the session of the General Conference describing decisions there which effect our work. Suggestions and contributions to the Newsletter should be sent to Dr. Kenneth M. Lambert, Box 4609 SFA Station, Nacogdoches, TX 75961.

- - - - -

PROPOSED LEGISLATION--NOT OURS

The next nine sheets are an exact reproduction of a document made available to the Steering Committee which is identified as "Proposals of the General Council on Finance and Administration as legislation for Conference Councils on Finance and Administration." There are a variety of specific implications for Commissions on Equitable Salaries which the Steering Committee felt warranted examination by members of the Consultation. Some persons feel there are additional implied measures which are not in the best interests of the concerns of Commissions on Equitable Salaries.

You are urged to examine this material in detail and convey any concerns you have to members of the General Conference from your Annual Conference. The Steering Committee adopted a motion ordering that the following petition be sent to the General Conference:

That a petition be prepared from the Steering Committee declaring "Functions of Equitable Salaries shall be cared for by the Commission on Equitable Salaries apart from other agencies. Funding needs shall be initiated by the Commission on Equitable Salaries."

Please employ the same techniques noted elsewhere in influencing this legislation.

URGENT: READ THIS NOW!!!!

- - - - -

STEERING COMMITTEE MEETS IN CHICAGO

The Steering Committee of the National Consultation on Equitable Salaries met in Chicago on January 29-30. Membership on the Steering Committee was perfected to include the following persons:

- South Eastern - The Reverend James D. Archer*
Mr. James H. Womack, Chairman
- North Central - Dr. Patrick Flaherty,* Vice-Chairman
Mrs. Patricia Brown
- South Central - Dr. Cyril Stone*
Dr. Kenneth M. Lambert, Secretary
- Western - The Reverend Harold C. Knudsen*
The Reverend Ralph Fellersen, Treasurer
- North Eastern - The Reverend Matthew H. Gates*
The Reverend D. Keith Clarke
- Ex-Officio - Dr. Robert W. Thornburg
Bishop Jesse DeWitt

The primary purpose of the meeting was to discuss the developing relationship with the Division on the Ordained Ministry of the Board of Higher Education and Ministry. The second day of the meeting was spent with Dr. Robert Thornburg, Associate General Secretary of the Division, exploring the values and details of a working relationship with a Board of the General Church. The following motion was finally adopted unanimously:

That the National Consultation on Equitable Salaries seek a working relationship with the Division on the Ordained Ministry and its staff and enter into whatever loose-knit organizational relationships are appropriate in the achieving of this goal.

Dr. Thornburg informed the Steering Committee that the Division on Ordained Ministry was seeking one additional professional staff person and suggested that he would likely share responsibilities of working with the NCES with this person.

The first specific benefit to be gained from this new relationship is financial and staff aid in staging the Workshops planned for the fall of 1976. Sufficient financial support was offered to make these workshops beneficial in orienting new CES personnel and interpreting legislation adopted by the General Conference

*Denotes the primary contact person in each Jurisdiction.

- - - - -

GUIDELINES

The following items were accepted by consensus at the Steering Committee Meeting in Chicago on January 30, 1976 as representing the spirit of the way in which we expect to operate.

1. Membership in the National Consultation on Equitable Salaries shall be held by the Annual Conference, and a Conference becomes a member upon the payment of the annual dues, currently set at \$40.00. (Mission Conferences exempt from paying annual dues.)
2. The Chairman of the Annual Conference Commission on Equitable Salaries will be the Conference Representative to the Consultation, however, there will be no limit set on the number of persons who may attend full meetings of the Consultation.
3. The Plenary Session of the Consultation, meeting in the year preceding the regular meeting of the General Conference, shall elect two representatives from each Jurisdiction to serve as the Steering Committee for the following Quadrennium. No member of the Steering Committee may serve more than two consecutive terms. (A term is defined as all, or any part, of a Quadrennium.

The Steering Committee will have full authority to act for the Consultation in the interim periods between meetings, providing such actions do not violate policies or practices set by the Consultation. This does not limit the Committee from starting new programs that fall within the spirit of the operation of the Consultation.

4. The Steering Committee will organize itself immediately following election by electing a Chairman, a Vice-Chairman, a Secretary, and a Treasurer. (Secretary and Treasurer may be held by one person, if desirable.) Officers elected by the Steering Committee will automatically hold the same office in the Consultation. No person may serve as Chairman for more than one term, consecutively.
5. To be eligible for membership on the Steering Committee a person must be a member of his own Annual Conference Commission on Equitable Salaries. (Cabinet or Staff members related to the Commission are considered eligible.) If membership on his own Commission ceases for any reason, he must immediately resign from the Steering Committee. The Steering Committee may elect a Successor to serve until the next full meeting of the Consultation.

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DUES ARE DUE

It takes money to run the Consultation. In Kansas City the Consultation decided to request of each Annual Conference Commission on Equitable Salaries a payment of \$40.00 per year so that our information could be readily distributed and our meetings adequately planned. The Treasurer is ready to receive your money. Checks should be made to the National Consultation on Equitable Salaries and mailed to: Rev. Ralph Fellersen, 9 Ross Valley Drive, San Rafael, CA 94901. Money is being spent already. Your 1976 dues would be welcomed as soon as possible.

PETITIONS TO GENERAL CONFERENCE

In the material recently mailed by Byron White which summarizes the Kansas City meeting are copies of petitions ordered and prepared by the Consultation. These have been sent to the General Conference. If you really want these enacted, however, join in the lobbying for their adoption:

1. Send a duplicate petition over your own signature.
2. Solicit the support of your Conference Commission on Equitable Salaries to send a petition over its name.
3. Present and interpret these petitions to delegates from your Annual Conference.
4. If you go to Portland be prepared to solicit support at committee hearings and in casual conversation.

An additional petition was drawn up by the Steering Committee in Chicago and is found in this mailing with the material presented by the General Council on Finance and Administration. Your support of this petition in each of the ways named above is also requested.

- - - - -

WORKSHOPS

As ordered in Kansas City, at least one Workshop in each Jurisdiction is being projected for October, 1976. All members of Conference Commissions on Equitable Salaries within the Jurisdiction will be urged to attend this Workshop. It will be viewed as an orientation session for new members of Commissions on Equitable Salaries as well as a time when veteran Commission members can deepen their understanding and broaden their scope of knowledge. Specific areas to be addressed by the Workshops are:

1. Legislation: What will the new Book of Discipline allow and require?
2. Guidelines: What specific kinds of things can a Commission on Equitable Salaries do?
3. Relationships: How does the Commission on Equitable Salaries work with various other agencies?
4. Mechanics: How does the Commission on Equitable Salaries go about accomplishing its work?
5. Miscellaneous: A catch-all time of dealing with specific questions and area concerns.

Task groups are already at work developing the broad themes into specific discussions. The Steering Committee will meet again in Nashville on June 29 to develop these Workshops in detail. The Jurisdictional representatives will bear the responsibility for enacting the plans in their own Jurisdiction. Ideas and concerns may be sent directly to Jurisdictional representatives as they arise.

- - - - -

United
Friars Point Methodist Church

FRIARS POINT, MISSISSIPPI 38631

P O Box 245

March 5, 1976

Rev. James H. Womack, Chairman
National Consultation Chairman Equitable Salaries
Charlotte, N.C.

Dear Dr. Womack,

Thank you for your letter explaining the \$20.00 registration fees. I had noticed on Dr. White's letter he made a refund to another conference, New York, I believe. I understood that \$20.00 was paid for each person attending the consultation. We tried to get a substitute to go in my place, but at that late date the person asked was unable to go for the full week.

So, in fairness to our conference (North Mississippi) I made the request for the refund, being secretary of the C. E. S. of our conference.

Since the \$20.00 was not paid for each person attending, but for the delegation, I do not feel like we owe due a refund.

Thank you again for your patience and explanation.

I am recovering from my slight heart attack and back on full schedule of my work.

I hope to be able to attend the next Consultation.

Sincerely your brother in Christ

J. L. Nabors, Jr. Secretary
N. Ms Conf C. E. S.

REV. J. L. NABORS, JR.
BOX 245 - PH. 387-2495
FRIARS POINT, MS. 38631

March 2, 1976

The Reverend J.L. Nabors
P.O. Box 245
Friars Point, Mississippi 38361

Dear Mr. Nabors:

Your letter of February 17th. addressed to the Reverend B.L. White has been forwarded to me for reply. Certainly, we will make any refund that is in order, but before doing so I would appreciate some further word of explanation regarding your request.

The \$20.00 registration was for the Annual Conference, and covered all of the representatives that the Conference sent. It was not charged for each person attending, and inasmuch as my records show that three other persons from N. Mississippi were registered, I do not understand why you would think that a request was in order.

If my assumption is incorrect, or the records given to me were inaccurate, please let me know and I will be glad to make whatever adjustment is in order. In your reply please be specific so that I will understand the reasons for the request.

I am real sorry that illness prevented your being in attendance at the Kansas City meeting, and I hope that your health will not prevent your being at our next one.

I will look forward to hearing from you.

Sincerely yours,

James H. Womack, Chairman
National Consultation On
Equitable Salaries

Friars Point Methodist Church

FRIARS POINT, MISSISSIPPI 38631

P O Box 245

Feb 17, 1974

Rec B. L. White

P O Box 97

Benzal 35546

Dear Bro White,

Thank you for your information concerning National Consultation on Equitable Schemes and Financial Report.

We sent \$20.00 registration in for me (N. Ms Conf) and I had an heart attack and was unable to attend. Is there any possible way for you to refund us the \$20.00? I noticed N. Y. Annual Conf. received \$20.00 refund.

We were unable to get someone to go in my place at this late date.

Thank you ever so much.

Sincerely yours,

J. L. Nabors, Jr. Sec. CES
N Ms Conf

Or as you have it: Rev Luther Nabors

#2.74
2143 Ferncliff Road
Charlotte, N.C. 28211
March 9, 1976

TO: STEERING COMMITTEE MEMBERS
NATIONAL CONSULTATION ON EQUITABLE SALARIES

FROM: JAMES H. WOMACK

Enclosed are two copies of my suggested outline for the October Workshops on "Mechanics" (see page 2 of working Minutes of Chicago meeting). Please review and return one copy to me with your additions, deletions, and/or changes by May 1st.

As I remember the discussion at our meeting, each member of the Steering Committee was to follow this procedure on subject that was assigned to him/her. If you have not already done so, please prepare your outline and mail so that you will meet the March 15 deadline. Obviously, Drs. Gates, Knudsen, and Lambert will not be able to prepare theirs before the meeting of the General Conference, but they should do so as quickly as possible thereafter.

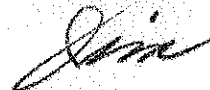
Please review returned copies; revise outline if deemed necessary, and bring with you to the Nashville meeting on June 29th. With this much preliminary work out of the way, we should be able to put together a complete Workshop Outline in short order.

In the interim, I suggest that the Jurisdictional representatives start correspondence relative to place, date, and leaders for the Workshop(s). Final decisions on dates and places should not be made prior to our Nashville meeting, but it is advisable to nail down the leaders as soon as possible.

Following our meeting I wrote to the Bishops of your various Conferences regarding continued membership for you on our Steering Committee. The replies give me reason to believe that we will be able to keep all of our members through the next quadrennium. You may be assured that I am quite pleased at the prospect.

Thanking you in advance for your cooperation, I am,

Sincerely,



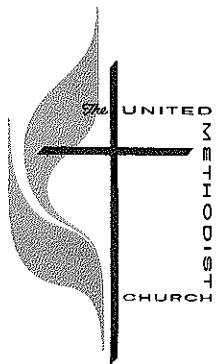
James H. Womack

CC: Dr. Robert W. Thornburg

MECHANICS OF OPERATING A COMMISSION ON EQUITABLE SALARIES.
(OUTLINE FOR WORKSHOP)

1. Work to see that Nominating Committee selects qualified people who are interested in work of Commission.
2. Set goals for commission for quadrennium:
 - A. Financial goals(1) Salary ranges you wish to achieve.
(2) Budget limits you wish to observe.
(3) Number of participants-limits.
3. Methods of operation for achieving goals:
 - (1) Full support and cooperation of commission members.
 - (2) Close liaison with Bishop and Cabinet.
 - (3) Set realistic salaries that Ministers and Cabinet will accept, and budget amounts that Conference will support.
 - (4) Workshops in districts on stewardship, emphasizing the Charge's prime responsibility for minister's salary.
 - (5) Influence Charges that are above minimum support.
4. Mechanics for processing applications, and for disbursing funds:
 - (1) Involve pastor, charge, district, and commission in the review and approval for minimum support.
 - (2) Disbursement of funds by Conference Treasurer VS. by Commission Treasurer: comparative costs and advantages.
5. Maintaining proper minimum salary levels:
 - (1) Equitable : a. to Minister, b. to Conference.
 - (2) Research; a. Cost of Living Index, b. salaries by others, etc.
6. Continually work to increase support from Charges.
7. Reporting to Annual Conference:
 - (1) Realistic policies and guidelines for operation.
 - (2) Openness and clarity in reporting.
8. Maintain good relations with all boards and agencies with which you work - firm but cooperative.

James H. Womack
3/8/76



ST. STEPHEN'S UNITED METHODIST CHURCH

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

(505) 293-9673

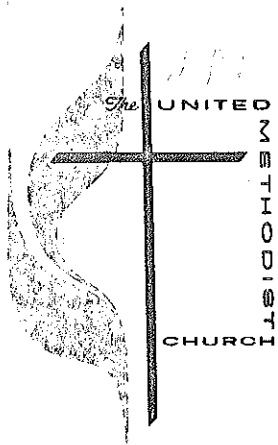
CYRIL STONE
PASTOR
PHONE: 296-9061
10218 CIELITO LINDO, N.E.

March 15, 1976

Dear Jim,

See your note some detail in this preparatory paper - I probably have overlapped into someone else's bailiwick, but has covered a number of area I've considered in the mechanics. I'm sure there are areas I didn't touch & need to be considered. So the "working" document is before you and any modifications will probably improve it. Hope it is in the direction we wanted to move.

Sincerely,
Cyril



New York Conference Council on Ministries

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

April 2, 1976

The Reverend D. Keith Clarke
First United Methodist Church
719 Flynn Avenue
Ravenswood, West Virginia 26164

Dear Keith:

Since it was left up to us to begin to plan for the fall Equitable Salary Consultation I thought it time to make a suggestion.

We raised the question about the feasibility of tying this meeting into the Jurisdiction Workshop. To date I have heard nothing on this and therefore feel that we ought to begin to make some tentative plans.

The Jurisdictional Workshop for the Northeast Jurisdiction is October 25, 26 at the Cherry Hill Motel in Cherry Hill, New Jersey just outside of Philadelphia. I recommend that we plan to piggyback our conference onto this event.

I have been reading our minutes and have not discovered any conversation about the intended length of this Consultation. Will 24 hours be enough? I personally think so and therefore suggest that we begin on the evening of October 26 and run through 4:00 p.m. on Wednesday, October 27. An informal inquiry at the motel indicates that they would be able to handle this. My guess is that we're talking somewhere between 40 - 60 persons.

If you are agreeable to these dates I will be very happy to try to get more details from the motel and make some tentative arrangements.

This may not be the best place, but in any case I think we need to firm up the date. Let me have your thoughts on the question.

Sincerely,

Matthew H. Gates
Council Director

MHG:go

cc: James H. Womack

THE UNITED METHODIST CHURCH
WEST VIRGINIA AREA
900 Washington Street, East
CHARLESTON, WEST VIRGINIA 25301

OFFICE OF THE BISHOP

April 19, 1976

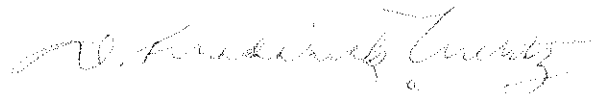
Mr. James H. Womack
2143 Ferncliff Road
Charlotte, North Carolina 28211

Dear Mr. Womack:

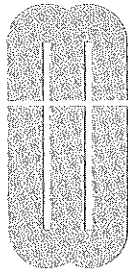
Thank you very much for your letter concerning the Reverend D. Keith Clarke and his election as a member of the Steering Committee of the National Consultation On Equitable Salaries.

We will do what we can to continue his relationship to the West Virginia Commission On Equitable Salaries.

Very sincerely,



D. Frederick Wertz
Bishop



Melvin E. Wheatley, Jr. Bishop

March 25, 1976

Dear Jim,

Thank you so much for your February 15th letter with its comments on the services of the Reverend Harold C. Knudsen. It always comes as a delight to have others affirm my own estimate of colleagues. Harold Knudsen has been a most valuable member of the Rocky Mountain Conference for many years and has served well as a member of the Cabinet during my first quadrennium as bishop of the Denver Area. All of us out here, therefore, will be delighted to see to it that he is continued in whatever capacities he needs to be placed in order to make him eligible for ongoing service with the National Consultation on Equitable Salaries. I will keep checking with him to make sure we have our signals straight.

Thank you for sharing with us on this matter and may God's brightest blessings be with you and yours in all your endeavors.

Cordially,

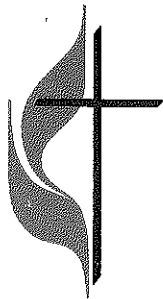

Melvin E. Wheatley

MEW/bh

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

The United Methodist Church

Denver Area/Rocky Mountain Conference/Yellowstone Conference/2200 South University Boulevard, Denver, Colorado 80210/(303) 733-3736



The United Methodist Church

NORTHWEST TEXAS - NEW MEXICO AREA

1201 FIRST NATIONAL BANK BLDG. EAST
ALBUQUERQUE, NEW MEXICO 87108

February 25, 1976

ALSIE H. CARLETON
BISHOP

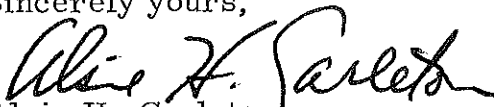
Dr. James H. Womack, Chairman
National Consultation on
Equitable Salaries
2143 Ferncliff Road
Charlotte, North Carolina 28211

Dear Dr. Womack:

Thank you for your letter that came to my office last week concerning Dr. Cyril Stone. He has been chairman of our Commission on Equitable Salaries for the past eight years. He is not eligible to be chairman but, under the twelve year rule, he is eligible for membership on conference boards and commissions to serve another quadrennium. I do not anticipate any difficulty in his being nominated to serve four more years.

Thank you again for your letter.

Sincerely yours,


Alsie H. Carleton

AHC:rt

THE UNITED METHODIST CHURCH

SAN FRANCISCO AREA

California-Nevada Conference

R. MARVIN STUART, Bishop

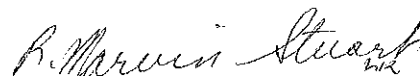
February 20, 1976

Dear Mr. Womack:

I appreciate your word about Ralph Fellersen. I want you to know that it is our expectation that he will continue on the commission on equitable salaries for our conference.

I concur in your evaluation of the fine job he is doing.

Sincerely,



Bishop R. Marvin Stuart

RMS/lk

Mr. James H. Womack
2143 Ferncliff Road
Charlotte, NC 28211

CC: The Reverend Harry Wood

THE UNITED



METHODIST CHURCH

ILLINOIS AREA

CENTRAL ILLINOIS CONFERENCE
SOUTHERN ILLINOIS CONFERENCE

LANCE WEBB, *Resident Bishop*

R. PAUL SIMS, *Administrative Assistant to the Bishop*

February 20, 1976

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

Dear Mr. Womack:

Bishop Lance Webb has received your recent correspondence concerning the National Consultation on Equitable Salaries and the fact that Dr. Patrick Flaherty has been elected to serve as Vice-Chairman of that group. We rejoice in the selection of Pat for this position and appreciate knowing about it through your letter. Bishop Webb has asked me to take care of the necessary contacts on this issue. Therefore, I write this note to you today to assure you that we will make every possible effort to see that Dr. Flaherty continues as a member of our own Conference Commission. I will pass on this recommendation to the Chairman of the Nominating of the Central Illinois Conference.

Thank you again for your interest and concern and be assured of the best wishes of our office for your continued successful efforts.

Cordially,

A handwritten signature in cursive script, appearing to read 'Paul', written over a large, stylized loop.

R. Paul Sims
Administrative Assistant

RPS;rf

THE UNITED METHODIST CHURCH

BIRMINGHAM AREA
6 OFFICE PARK CIRCLE, SUITE 301
BIRMINGHAM, ALABAMA 35228

CARL J. SANDERS
RESIDENT BISHOP

February 19, 1976

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

Dear Brother Womack:

Please let me thank you for your kindness in writing concerning the Reverend James D. Archer and his service on the National Consultation on Equitable Salaries. James has served only four years on the North Alabama Commission on Equitable Salaries and is, by the rules of the conference, eligible for another four years. I am taking the liberty of sending your letter and a copy of this letter to you to Dr. Gordon McKinney, Chairman of the Nominating Committee of the North Alabama Conference.

Let me thank you for your kindness and with every good wish, I am

Sincerely

A handwritten signature in cursive script that reads "Carl Sanders". The signature is written in black ink and is positioned below the word "Sincerely".

Carl J. Sanders

CJS:p

cc: Dr. R. Gordon McKinney



The Michigan Area of
THE UNITED METHODIST CHURCH

2111 Woodward Avenue • Detroit, Michigan 48201 • Phone Area 313—961-8340

RESIDENT BISHOP
DWIGHT E. LODER

February 19, 1976

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

Dear Mr. Womack:

Thank you for your communication of February 14th.
We shall forward this to the Chairman of the Nominating Committee and hope that they will be able to do something about your request.

Kindest personal regards.

Sincerely,

Dwight E. Loder
Dwight E. Loder

DEL/mia

THE UNITED METHODIST CHURCH

NEW YORK AREA

210 BOSTON POST ROAD, RYE, NEW YORK 10580

914-835-2396

W. RALPH WARD, JR.
RESIDENT BISHOP

CONFERENCES:
NEW YORK
TROY

February 19, 1976

Mr. James H. Womack, Chairman
National Consultation on
Equitable Salaries
2143 Ferncliff Road
Charlotte, N.C. 28211

Dear Mr. Womack:

This is to acknowledge receipt of your letter of February 15th and to say that we are glad to say that we are glad to have Matty Gates sharing with you in this important matter and I think that his role there can continue so far as we understand matters here in The New York Conference.

We will try to work with you in every way. We appreciate what Matty is doing and also what he can do in this regard.

Sincerely yours,



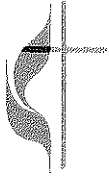
W. Ralph Ward, Jr.

WRW:ib

OFFICE OF THE BISHOP

The United Methodist Church

5215 SOUTH MAIN
HOUSTON, TEXAS 77002
TELEPHONE: (713) 528-6861



February 17, 1976

BISHOP
PAUL V. GALLOWAY

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

Dear Brother Womack:

Thank you for your letter of February 15 in regard to the Board of Equitable Salaries. We find that Dr. Lambert can serve another quadrennium, and I am confident that he will be nominated when our Cabinet meets. He is a man of excellent ability.

Sincerely,

Paul V. Galloway

PVG:pa

February 14, 1976

Bishop Carl J. Sanders
6 Office Park Circle, Suite 301
Birmingham, Alabama 35223

Dear Bishop Sanders:

The National Consultation On Equitable Salaries is a new organization in our Church, having just been officially recognized this month as a part of the Board Of Higher Education And Ministry, Division Of The Ordained Ministry. (We were strictly ad-hoc when you met with us in Birmingham two years ago.)

The Reverend James D. Archer, a member of your Area has been re-elected to serve as a member of our Steering Committee for the next quadrennium. One of the requirements for membership on the Committee is that the person must continue to be a member of his/her own Annual Conference Commission On Equitable Salaries.

Mr. Archer has been the chief architect in the organizing phase of our Consultation, having served as its first Chairman. Naturally, we are very desirous of having him continue to be eligible for Committee membership, and we hereby respectfully urge you to consider him for re-election to The Commission On Equitable Salaries for his Annual Conference.

Any consideration that you can give to this request will be greatly appreciated.

Yours In Christ,

Similar letters were written to Bishop of each of the other members,

James H. Womack

James H. Womack, Chairman
National Consultation On
Equitable Salaries

BOARD OF HIGHER EDUCATION AND MINISTRY
THE UNITED METHODIST CHURCH



DIVISION OF THE ORDAINED MINISTRY

1001 Nineteenth Avenue, South/P.O. Box 871/Nashville, Tennessee 37202/Phone (615) 327-2700

Associate General Secretary
Robert Watts Thornburg

Directors

Robert L. Davis
Douglass E. Fitch
Lucy Hansard
Martha M. Wilson

will make arrangements

April 27, 1976

Mr. James H. Womack
2143 Ferncliff Road
Charlotte, NC 28211

Dear Jim:

Thanks so much for your March 24 letter including the enclosures: "Mechanics of Operating a Commission on Equitable Salaries" and the "Minutes."

I am including a copy of my "Rationale for a Proposal on the Local Pastor" which was the piece presented in Oklahoma City.

I am a little confused about the October 1 date. Did I have that somewhere and forget it? or is that a new assignment? At the moment, the October 1 date is free for me and I will be happy to be there since the SEJ is the place where the larger share of the problems/opportunities arise.

→ Oct. 12

Thanks so much for your continued help.

Very sincerely,

Robert Watts Thornburg

RWT:rmw

Enclosure



March 24, 1976

Dr. Robert Watts Thornburg
Division Of The Ordained Ministry
P.O. Box 871
Nashville, Tennessee 37202

Dear Bob:

In response to your letter of March 17, I am enclosing a copy of my outline for a workshop subject on the "Mechanics Of Operating A Commission On Equitable Salaries". I did not enclose a copy originally as I had not assumed that you would have the time to participate; your willingness to do so is greatly appreciated.

Also, I am enclosing a copy of the minutes of the Chicago meeting that were sent out by Kenneth Lambert. This was a working copy, as you will notice from the notations thereon. I presume that Kenneth will distribute the perfected copy at our meeting on June 29th.

Bob, I have read with a great deal of interest some excerpts from your speech to the National Fellowship of Associate and Lay Pastors at their Oklahoma City meeting. For some time I have become increasingly concerned about what you refer to as the "last in first out" in the appointment system. I have expressed this concern to our Bishop and his Cabinet, but I have never really felt that I scored very heavily with them on the subject. Admittedly, it does not fall exactly within the scope of our work, but we should be interested in seeing that all of the policies for all of our ministers are indeed equitable. I hope that you can share some of your thoughts on this matter at our June 29th. meeting.

There is one other matter that I would like to put before you at this time-your appearance on the program at the workshop for the Southeastern Jurisdiction in October. I will not try to zero in on a specific subject at this time (probably an overview of the direction and scope of the Consultation as we work with your Division), but I do want

Dr. Robert Watts Thornburg (2)

to definitely zero in on a commitment from you to appear,
and to have a part in the workshop.

We probably have more problems than any other Jurisdiction,
especially in the area of minimum salary support, and I
honestly feel that we have the greatest need for you. Can
we count on you to be with us at that time? I trust that
you can answer affirmatively.

Sincerely yours,



James H. Womack

BOARD OF HIGHER EDUCATION AND MINISTRY
THE UNITED METHODIST CHURCH



DIVISION OF THE ORDAINED MINISTRY

Associate General Secretary
Robert Watts Thornburg

Directors
Robert L. Davis
Douglass E. Fitch
Lucy Hansard
Martha M. Wilson

1001 Nineteenth Avenue, South/P.O. Box 871/Nashville, Tennessee 37202/Phone (615) 327-2700

March 17, 1976

Mr. James H. Womack
2143 Ferncliff Road
Charlotte, NC 28211

Dear Jim:

I have your March 9 memo to the Steering Committee but did not find enclosed copy of the "Mechanics" chart or the minutes. I know that I have a responsibility to mail summaries and data as one of my duties to each of the contact persons, but I do not remember other assignments. Can you send me copies?

Very sincerely,

Robert Watts Thornburg

RWT:rmw



A WORLD SERVICE AGENCY

May 3, 1976

Mrs. Patricia Brown
30455 Progress
Roseville, Michigan 48066

Dear Mrs. Brown:

As promised on the telephone yesterday, I am enclosing a copy of Cyril Stone's "working draft" that he has prepared on Organization.

He has, as you will see, put in much detail, whereas, mine was prepared in skeletal form. Choose any style that you like; when completed, send a copy to each of the other members of the Steering Committee.

Again, let me say that all of us are delighted that you will be working with us this quadrennium, and we look forward to seeing you in Nashville on June 29th. I will send details of the meeting arrangements as soon as they are worked out.

Sincerely,



James H. Womack

30455 Progress
Roseville, Michigan 48066
March 27, 1976

answered by telephone 5/2/76

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

Dear Mr. Womack,

I am planning to attend the steering committee meeting in Nashville, June 29-July 1. I should have answered your letter much sooner, but am just now finishing a major responsibility connected with a successful District-sponsored Festival of the Arts.

When the minutes of the January steering committee meeting arrived, they did not have too much detail in connection with my particular assignment, the topic of "relationships".

My own conference Board of Equitable Salaries has specific relationships within our Council on Professional Ministry with the Boards of Pensions, Endowment, Insurance, Ministry, and Moving Expense.

Also, we are considering a task force which would include the heads of most of those Boards, as well as members of the section on stewardship, to look into the long-range possibilities and responsibilities which connect Stewardship and Ministry (encouragement of generous weekly pledges by individuals; supporting of local church, district, conference, and national budgets; the whole salary picture - an equitable base, as well as equitable means of setting salaries conference-wide according to other criteria - years in the ministry? size of congregation? local church's ability to pay? etc., etc.)

I would appreciate any additional subjects that came into the discussions in January that should be included, and how much development my subject should receive before the June meeting. My phone number is 313-776-4832, and I am usually home evenings except Mondays, when Symphony rehearsals last until 10pm, and I am home by 10:30pm. Generally, I do my best thinking after 9pm!

I am happy to be a part of the national steering committee, and look forward to the meeting in June.

Sincerely,

Pat

Patricia Brown
(Mrs. Tom Brown, II)

FROM THE STUDY OF:

RALPH FELLERSEN, Minister

May 20, 1976

Dear Jim,

Here is the financial statement to May 15 you asked for. You can see we need to ask more Conferences to share. Otherwise we are covering expenses.

I'll be seeing you in Nashville in June. The only paper I have received regarding our fall Conference has been yours. I must confess, I haven't done mine yet either. I guess now is the hour.

Peace

Ralph

FINANCIAL STATEMENT

May 15, 1976

BALANCE FORWARD

\$ 80.63

Received from:

2-5-76	North Alabama	\$ 40	
2/5/76	Western N. Carolina	40	
2/17/76	Rocky Mountain	40	
2/20/76	North Indiana	80	
3/3/76	New Mexico	40	
3/3/76	Central Illinois	40	
3/3/76	Virginia	40	
3/30/76	North Mississippi	40	
3/30/76	Florida	40	
3/30/76	South Georgia	40	
3/30/76	Kansas East	40	
4/15/76	West Virginia	40	
4/15/76	Texas	40	
4/15/76	South Carolina	40	
4/19/76	Memphis	40	640.00

\$720.63

Expenses

Kenneth Lambert - for Secretarial expense	\$100.00
Kenneth Lambert - for Secretarial expense	<u>146.45</u>
	\$246.45

BALANCE

\$474.18

May 9, 1976

The Reverend Ralph Fellersen
9 Ross Valley Drive
San Rafael, California 94901

Dear Ralph:

Kenneth Lambert is planning to issue a newsletter shortly after his return from General Conference, and, if needed, I would like for him to include a reminder about the annual dues. Would it be convenient for you to send him a current statement of totals only-receipts, disbursements, and balance? Also, a copy to me, please.

I am hoping that there was a good response to the appeal in his newsletter of 2-28-76, but experience tells me that a follow-up of some type is usually necessary. If most of the Annual Conferences have mailed in their dues I would suggest that we wait until our June meeting before another reminder of any type is sent. If the response was small, we may need a special follow-up. I would appreciate your recommendations on this.

Ralph, it is a real pleasure to have the opportunity of working with you as a member of the Steering Committee, and I am looking forward to our association during this quadrennium. See you in Nashville in June.

Sincerely yours,

James H. Womack

CC: Dr. Kenneth Lambert

Em joins me in sending our love to you and your family. We really enjoyed our visit with you.

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

June 1, 1976

TO: BISHOP JESSE R. DEWITT, and
STEERING COMMITTEE MEMBERS

SUBJECT : STEERING COMMITTEE MEETING

Place: Kern Building, 1001 Nineteenth Avenue
Nashville, Tennessee
Date: June 29-July 1, 1976
Time: 9:30 A.M.

This is to remind you of our previously scheduled meeting beginning on June 29th., and more especially to furnish you with information on the arrangements that have been made for you.

Individual rooms have been reserved for each of you at Holiday Inn-Vanderbilt, 2613 West End Avenue, beginning with the night of the 28th., guaranteed in the event of late arrival. If your arrival time is such that you do not require a room until the 29th., please notify Ms. Lucy Hansard on or before June 25th. so that we will not be required to pay for unoccupied space. Ms. Hansard may be contacted at:

Division Of The Ordained Ministry
P.O. Box 871
Nashville, Tennessee 37202

Telephone: 615-327-2700

Looking forward to seeing each one of you in Nashville,
I am,

Sincerely,



James H. Womack, Chairman
National Consultation On
Equitable Salaries

CC: Dr. Robert Thornburg
Ms. Lucy Hansard



ST. STEPHEN'S UNITED METHODIST CHURCH

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

(505) 293-9673

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

June 8, 1976

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

Dear Jim,

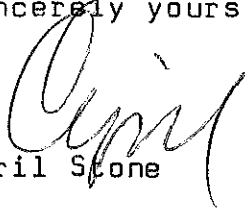
I am checking on travel arrangements for June 28th, and anticipating being able to visit with you again.

As you may know, Ken Lambert has likely acquired a new address, so we are a bit slow on our details but South Central Jurisdictional Workshop is set for October 12-14, Oklahoma City, Oklahoma.

As I recall the minutes, Dr. Robert Thornburg was willing to assume room and board or flight transportation. I do not recall if this was to be a blanket arrangement of one or the other, but as for me, it would be better if he could assume cost of transportation. My conference can provide the other much better.

I trust all goes well with you.

Sincerely yours,


Cyril Stone

THE UNITED METHODIST CHURCH

WISCONSIN AREA

June 8, 1976

JESSE R. DeWITT

Resident Bishop

MARVIN A. SCHILLING

Assistant to the Bishop

MARY E. RUSSELL

Administrative Secretary

325 Emerald Terrace
Sun Prairie, Wisconsin 53590

Telephone: (608) 837-8526

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

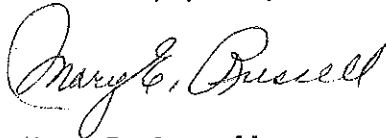
Dear Reverend Womack:

Your letter to Bishop DeWitt of June 1, 1976 has been received, regarding the meeting of the Steering Committee of the National Consultation on Equitable Salaries.

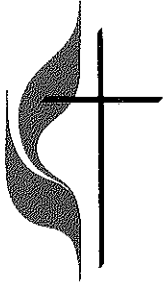
Bishop DeWitt has prior commitments on these dates and will be unable to be with you. He expresses his regret over this inability. This will also mean the room reserved for him may be cancelled.

With kind wishes, I am,

Sincerely yours,



Mary E. Russell



DENVER
NORTH
DISTRICT

ROCKY MOUNTAIN
CONFERENCE OF
THE UNITED
METHODIST CHURCH

SUPERINTENDENT
HAROLD C. KNUDSEN

2200 SO. UNIVERSITY BLVD.
DENVER, COLO. 80210
PHONE (303) 733-3736

June 16, 1976

Dear Jim:

Just a brief note to say that I will not arrive in Nashville until 9:45A.M. on Tuesday the 29th. I leave here at 4:45A.M. This is the only way I can get away and take care of responsibilities on Monday.

I will come direct to the Kern Building. Sorry to have to be a little late.

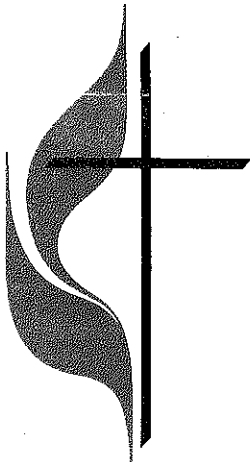
I have written Ms.Hansard.

See you the 29th.in Nashville.

Sincerely,

Harold C.Knudsen

Memorial Drive
United
Methodist Church



JAMES D. ARCHER
MINISTER

109 MEMORIAL DRIVE, N.W.
DECATUR, ALABAMA 35601

CHURCH (205) 353-9373
PARSONAGE (205) 355-0731

June 7, 1976

TO: CHAIRPERSONS,
Commission on Equitable Salaries
Southeastern Jurisdiction

RE: WORKSHOP AND ORIENTATION FOR COMMISSION PERSONNEL

DATE: October 12-14, 1976

Dear Friends,

The recent session of the General Conference made changes in the legislation under which Annual Conference Commissions function. Moreover, most Annual Conference Commissions are now in the process of undergoing change in personnel as reorganization for the new quadrennium takes place. Those of you involved in the National Consultation on Equitable Salaries in Kansas City last fall will recall that the Consultation called for a workshop/ orientation in each Jurisdiction following General Conference and the sessions of the Annual Conference. This note is to remind you of the dates of our Jurisdictional Workshop in order that you might get it on your calendar and begin making plans to bring a number of your Commission personnel to the workshop.

At this time, the place of meeting is undetermined. There are four sites under consideration. Hopefully, we will be able to arrange for a site that will be central to the Jurisdiction. You will be hearing about this later as well as other pertinent information.

May I also underscore the request of our Steering Committee Secretary, Ken Lambert, to pay the forty dollars (\$40.00) annual dues to the National Consultation if you have not already done so. Each Annual Conference Commission is to send this amount to our Treasurer, Reverend Ralph Fellersen, #9 Ross Valley Drive, San Rafael, California 94901, as soon as possible. The receipt of these funds is necessary to the operation of the Steering Committee.

I am aware of the fact that many Conference Commissions will be changing chairpersons for the new quadrennium. IF YOU ARE NO LONGER THE CHAIRPERSON OF YOUR CONFERENCE COMMISSION, WILL YOU BE KIND ENOUGH TO FORWARD THIS LETTER ON TO YOUR NEW CONFERENCE CHAIRPERSON?

I look forward with anticipation to seeing you and representatives of your Commission at the workshop in October. I am,

Sincerely,

James D. Archer (SRV)

James D. Archer, Chairman
Southeastern Jurisdiction
Commission on Equitable Salaries
Training and Orientation

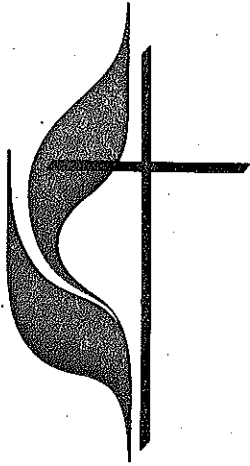
JDA:svr

P.S. PLEASE send me either an both changes in chairpersons and correct address for your Conference Commission.

Copies To:

John Baxter *S.C.*
Ernest C. Betts, Jr. *Va.*
John W. Bischoff *Red Bird*
J. Lamar Brown *Ala. W. Fla.*
Norton Campbell *N. Ga.*
Glenn L. Courts *Ky.*
Clarence G. Dishman, Jr. *Hokton*
Paul F. Douglass *Memphis*
E. S. Furr *N. Miss.*
Paul L. Hartsfield *Florida*
Donald M. Kea *S. Ga.*
Robert Lundy *S.E. T.*
Joel D. McDavid *Prishop*
Walter N. McDonald *N.C.*
Lamar Martin *Miss.*
James Swiney, Jr. *Hokton?*
Donald Troutman *Louisville*
James H. Womack *W. N.C.*

Memorial Drive
United
Methodist Church



JAMES D. ARCHER
MINISTER

109 MEMORIAL DRIVE, N.W.
DECATUR, ALABAMA 35601

CHURCH (205) 353-9373
PARSONAGE (205) 355-0731

June 16, 1976

To: The Steering Committee
The National Consultation on Equitable Salaries

Dear Friends:

I look forward with eager anticipation to seeing each of you again when we get together in Nashville June 29-30. I am sure that you will have contributions that will enable us to plan wisely for the Jurisdictional Workshops this fall.

I must apologize for the delay in getting the enclosed outline on "Guidelines" to you for study and consideration. However, this past conference year has been one of the busiest ever and the new seems to be starting out as a repeat of the old. I can assure you though that I shall devote additional time to the projected outline before coming to Nashville and before the Southeastern Jurisdiction workshop is held in October. Apparently the most of you are in similar situations because I have not received your projected outlines on the topics for which you are responsible.

Again, I look forward to seeing you in Nashville! I am,

Sincerely,

James
James D. Archer

JDA/srv

Jim: I am enclosing more information I have. Emory Cannon vs. I like the Air Host I

James

RATES FOR HOTELS NEAR AIRPORT

Air Host Inn 404-767-7451 (dates Oct. 12-14 available)
Atlanta Airport

\$18.00 plus tax - single
22.00 " " - double

With as many as 40 sleeping rooms or at least one meal scheduled together no charge for meeting rooms.

Admiral Benbow 404-768-3625 (dates Oct. 12-14 available)
1419 Va. Ave.
College Park, Ga.

\$20.00 plus tax - single
26.00 plus tax - double

With as many as 40 sleeping rooms no charge for meeting rooms.
Buffet every day at lunch - \$3.12 including tax

Holiday Inn 404-762-8411 (dates Oct. 12-14 available)
1380 Virginia Ave.
East Point, Ga.

\$16.50 plus tax - single
20.00 " " - double

If they are furnished with rooming list ahead of time and they all stay there, no charge for meeting rooms.

Hilton Inn 404-767-0281 (dates Oct. 12-14 available)
1031 Virginia Ave.
Hapeville, Ga.

\$25.00 plus tax - single
33.00 " " - double

With as many as 40 sleeping rooms no charge for meeting rooms.

GUIDELINES

Each Annual Conference Commission on Equitable Salaries should have a statement of purpose, approved by the Annual Conference, outlining its responsibility. This statement might be similar to that which follows:

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

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

An equitable salary for a minister implies remuneration commensurate with the qualifications of the minister and the demands and responsibilities required to serve a particular charge. It is obvious that some charges require the service of a minister with special talents and qualifications, and an equitable salary in such a situation may have little or no relationship to the ability of the charge to support that salary. New or rapidly changing situations might be an example of such needs.

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

The Commission on Equitable Salaries must be concerned with more than minimum salaries. It must be as much concerned that the minister of the largest and most prestigious church in the Conference receives an equitable salary as it is that the full-time minister of a small rural charge receives a fair and reasonable minimum salary.

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

The Annual Conference must also take into consideration the fact that general church legislation is still directed primarily toward the provision of *minimum* salaries. However, it does not prohibit programs that would tend to express care and concern for all ministers of the Annual Conference including those needing salary supplements.

FUNDS

The Commission should:

1. Investigate and study the need for supplemental salary support.
2. Determine costs for providing and administering such supplements.
3. Investigate and determine resources for providing such funds.
4. Consult with the Conference Council on Finance and Administration about securing such funds.
5. Recommend total costs of program to the Annual Conference for adoption.

SALARY SCALE

The Commission should determine:

1. The minimum salary level for each ministerial classification it intends to supplement.
2. The maximum amount of the supplement, if any, and the time limitation of continued supplement, if any.
3. Determine increments, if any.
 - A. Dependent children.
 - B. Multiple church charges.
 - C. Travel allowance.
 - D. Moving expenses.
 - E. Insurance premiums.
 - F. Other.
4. Incentives such as bonuses for charge base salary increases.
5. Differential, if any, for married and single ministers.

REQUIREMENTS AND QUALIFICATIONS

The Commission should spell out conditions that must be met in order for a minister to be eligible for the receiving of salary supplement grants. The requirements for eligibility will vary from annual conference to annual conference and only examples should be given in workshops.

SPECIAL CATEGORIES

The Commission should determine the special kinds of situations, if any, they wish to supplement over and above the minimum level established by the annual Conference as the minimum salary. Such situations might be:

1. New Church Situations.
2. Cooperative or Rural Parishes.
3. Inner-City Missions.
4. Charges classified as "mission" charges because there is no hope of the charge ever improving its financial resources.
5. Ethnic Situations.

Moreover, the Commission should spell out the conditions of eligibility for the receiving of funds over and above the minimum salary level.

PROCEDURE FOR QUALIFYING

The procedure for applying for salary supplement grants will vary from annual conference to annual conference. However, examples of how this is done in varying conferences can be given in the workshops.

ADDITIONAL PROGRAMS

1. SUSTENTATION FUND. A disciplinary requirement that makes funds available to the resident bishop to give aid to ministers in emergency situations (par. 894, *Book of Discipline*).
2. APPOINTMENTS. Remind the Cabinet of its responsibility to give serious consideration to the equitable salaries program when making appointments so as to make the maximum use of supplemental funds and thereby enable the Commission to continue raising the minimum level without increasing the cost of programs (par.

892.3, *Book of Discipline*).

3. MOVING EXPENSE. Study and recommend policies that enables ministers to move from one appointment to another without undue cost to themselves.
4. DISTRICT WORKSHOPS. Plan for and lead workshops for key leaders of charges receiving supplements. This can be an excellent way to get the program across at the grassroots level and at the same time receive information from those persons involved as to how the program might be improved.
5. TREND INFORMATION. The Commission needs to keep abreast of trends concerning total salaries within the annual conference, other denominations, cost of living, variables in such things as utilities, etc. These trends should be made available to charge Pastor-Parish Relations Committies as they develop.
6. LONG RANGE PLANNING. The Commission should be just as concerned about future costs, meeting of goals, and the directions the total program is moving for the future as it is in meeting current programs and minimum scales.
7. COMMISSION OPERATION. Commissions should take the time to acquaint every commission member with their goals, objectives and programs. Plans should be made wisely and carefully administered. Moreover, the Commission should be keenly aware of the fact that no program can be administered effectively without the cooperation of the Cabinet, the Council on Finance and Administration, the Conference Council on Ministries, the Board of Ministry and the lay leadership of both the conference and the charges.
8. OTHER PROGRAMS. There is no intention that all programs within every conference be identical to every other. There will always be situations and circumstances peculiar to some areas of the church. Therefore, Commissions should be encouraged to pioneer, if necessary, in new areas, and who knows, it just might be that such action might benefit the whole or at least provide incentive to other Commissions to move out into unplowed ground.

MEETING OF
THE NATIONAL CONSULTATION ON EQUITABLE SALARIES, 6:29 thru 7-1,76

AGENDA

OPENING. - *Minutes of Previous Meeting*

A. JURISDICTIONAL WORKSHOPS:

1. Review outlines of topics to be presented at each Workshop?
Try for consensus on one acceptable format for each topic?
2. How are Workshops to be structured? (a) Method of presentation-
lecture; discussion; both? (b) one group and one presentation?
Or, small groups like at Kansas City, with topics repeated
by leaders? (c) How are discussion leaders to be chosen, and
assigned? (d) At what point do we need to break into groups
(Jurisdictional) to make specific plans as to Place, Time,
Dates, Selection of leaders, etc.? *Registration Fee? No*
3. Hear from each one on how he/she thinks Workshops should be
conducted. Can we hear from participants as to their needs,
and then try to rearrange Workshops to fit needs expressed?
4. Promote participation in National Consultation by those in
attendance at Workshops; attendance and financial support.
5. Financial support we can expect from Division.

B.
B. STATUS OF CONSULTATION WITH DIVISION.

C. TREASURER'S REPORT.

1. Actions to be taken, if any.

D. DIRECTION OF CONSULTATION: *(Action of General Conference)*

1. Further plans for Consultation for this quadrennium?
2. Next meeting for Steering Committee?
3. National meeting; time, place, etc.

E. MAILINGS FROM BALTIMORE COMMISSION ON EQUITABLE SALARIES: ✓

F. LETTER FROM CHAIRMAN TO ALL MEMBERS:

1. Jurisdictional Workshops.
2. Outline status of Consultation with Division.
3. Payment of dues.
4. Other

G. (stationery with Kenneth Lambert)

July 5, 1976

The Reverend Norton Campbell, Jr.
Cokesbury United Methodist Church
2650 North Druid Hills Road, N.E.
Atlanta, Georgia 30329

Dear Norton:

In James Archer's letter of June 7, 1976, he gave you notice of the Jurisdictional Workshop to be held starting on October 12. We decided that we would try to get it into the hands of the outgoing commission chairmen prior to the reorganization for the quadrennium even though we were not sure at that time where it would be held.

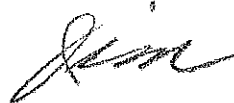
At the meeting in Nashville last week, we decided that it would be held in Atlanta, even though we are not yet sure of the exact location. We greatly appreciate your offer to hold it at your Church, but we are leaning at this time toward a location near the airport, thinking that this might simplify travel arrangements for some of those in attendance. Jim Archer will clarify this with you at a later date, either by personal contact or in a meeting notice. In either case, we are deeply appreciative of your offer.

I am delighted to know that your committee is willing to join in the Jurisdictional Workshops, and hope that all of your members can be present (we will reimburse for transportation for two, or for two cars if members travel together).

If you decide to have a planning workshop later in the year for your commission, and you feel that I could make a contribution, please let me know. I will be glad to help if I can.

Looking forward to seeing you in October, I am,

Sincerely yours,



Cokesbury United Methodist Church

2650 NORTH DRUID HILLS ROAD, N.E.

ATLANTA, GEORGIA 30329

PHONES: AREA CODE 404

OFFICE - 636-3005

PARSONAGE - 636-2153

NORTON CAMPBELL, JR.
MINISTER

June 2, 1976

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

Dear Jim:

I am sorry to be so long in responding to your letter of March 3.

I felt that it would be necessary to hold off on a decision between a workshop of our own and the proposed jurisdictional workshop until our committee had met again. Shortly after that meeting I got embroiled in some other time consuming activities necessitating three rather lengthy trips out of town, so this has been deferred until now.

Our committee is willing to go along with the jurisdictional workshop idea. We feel, however, that the likelihood of participation by many of our commission members is not too good. Of course, this is dependent on where the jurisdictional workshop will be held. I would be glad to offer the facilities of our church for the meeting. Within a mile of our church there are a number of reasonably priced motels, including the largest one of the Days Inn chain. Although I have not checked with the Days Inn people, I rather believe that we could get a better than usual rate from them if we are going to have as many as 50 to 100 people present. I think Atlanta is about as well located as any place, particularly, for transportation purposes. You mentioned that the steering committee is to meet on June 29. Perhaps they will want to consider Atlanta as the site for the meeting. If so, I would be glad to do what I can concerning local arrangements.

I still think it is probable that we will want to have a workshop for our conference committee, and perhaps for the South Georgia Conference group. That is a decision, however, that we will leave to our new commission itself.

We look forward to being with you in the jurisdictional workshop, and perhaps later on in a workshop specifically designed for our own commission.

Sincerely,



Norton Campbell, Jr.

NC/sg

cc: Rev. James Archer
Memorial Drive United Methodist Church
109 Memorial Drive, N.E.
Decatur, Ala. 35601

March 3, 1976

The Reverend Norton Campbell, Jr.
Cokesbury United Methodist Church
2650 North Druid Hills Road, N.E.
Atlanta, Georgia 30329

Dear Norton:

Thank you for your nice letter of February 24th., and for your invitation to work with you at your "orientation-planning workshop". A conflict exists with the dates you have mentioned, but let me tell of the reason for the conflict, and hopefully it will serve to bring us together at that time anyway.

As you remember, at Kansas City the Consultation voted to have a workshop in each Jurisdiction "some time after the elections of new commission members at the Annual Conferences". We have scheduled them for starting the latter part of September, and ending not later than the end of October. We will meet on June 29 to complete our plans, and decide on exact dates for each one. You will be getting complete details shortly after then.

The subjects we are planning to cover at the workshops are: (1) Legislation- effects of General Conference as it applies to the Commission On Equitable Salaries; (2) Guidelines- how to develop and set equitable salary guidelines; (3) Relationships-between Commission and other groups such as Pensions, Insurance, Board Of Ministry, etc; and (4) Mechanics-how to organize and operate.

Let me suggest that you consider this as you make your plans, as we will be preparing workshop material especially for new members, and new chairmen. You might wish to have your members attend the Jurisdictional Workshops, and then plan one of your own if you feel the need for it. Certainly, we want you to attend the one we are planning regardless of what you might do on your own.

(2)

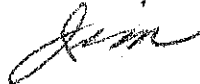
The Reverend Norton Campbell, Jr.

March 3, 1976

Norton, you will be interested to know that your Steering Committee met with Dr. Robert Thornburg, Associate General Secretary of the Division Of The Ordained Ministry, Board Of Higher Education And Ministry, near the end of January. He is very much interested in the work of the National Consultation, and we have established a working arrangement with him; one that may turn into becoming an official body of that group. At any rate, he has agreed to help defray the expenses of those who attend the Jurisdictional Workshops, and of course we are excited about this. Further details about this will also be coming to you after our June meeting.

Please let me have your reactions after you have had an opportunity to consider my suggestion.

Sincerely yours,



James H. Womack

Cokesbury United Methodist Church

2650 NORTH DRUID HILLS ROAD, N. E.

ATLANTA, GEORGIA 30329

PHONES: AREA CODE 404

OFFICE - 636-3005

PARSONAGE - 636-2153

NORTON CAMPBELL, JR.
MINISTER

February 24, 1976

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

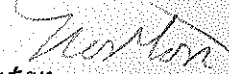
Dear James:

Our Conference Commission on Equitable Salaries will be organized fully at the coming session of the Annual Conference in late June. Our Conference voted to organize this commission at the '75 session. At that time, however, new members to the commission were not nominated, and the former Salary Study Committee of the Annual Conference was delegated the responsibility of handling matters until the next Conference session. At the present time, I am chairman of that committee, and it is likely that I will be continued as chairman of the new commission, at least, for the coming quadrennium.

Our present committee recognizes that this new commission will have quite a job to do in getting hold of all the various facets of responsibility. One of the things we are giving consideration to is an "orientation-planning workshop" in the early fall of this year. In thinking about this, we believe that it would be helpful to bring in probably two persons from other conferences as resource people. We would be most interested in your coming to help us if possible. I cannot give you exact dates at this moment, but we would probably schedule such a workshop on a Friday night and all day Saturday in early October. In all probability, we will meet at our conference camp, Camp Glisson, at Dahlonega, Ga., in the northeast corner of the state. I am wondering if you would be available to serve as one of these resource persons, providing we can find a date which would be agreeable with you. Of course, we would anticipate providing all of your expenses, and some honorarium for your personal time and effort.

Zach Farr and we in our conference have enjoyed our association with you, both at Birmingham and Kansas City. We believe that your knowledge, philosophy, and general approach to the matter of equitable salaries could be most beneficial to members of this new commission, many of whom will have had no experience in dealing with this area of concern. I hope your reply can be affirmative. We look forward to the possibility of working with you as we get things cranked up in North Georgia.

Sincerely,


Norton

NC/sg

PS: Since dictating this letter I have conferred with our executive committee. They are enthusiastic about the idea of a workshop retreat. I would like to suggest two possible dates: Friday, Oct. 8 thru Saturday, Oct. 9; or Friday, Oct. 15 thru Saturday, Oct. 16. If possible, I would like for you to hold both of these open for about five or six weeks--please advise.

THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church

July 26, 1976

Reply to: James H. Womack

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

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

Dear Cyril:

Thank you for your nice letter of July 2nd., and I hope that you will forgive me for/late, late reply. Hot weather hit us over the weekend of July 4, and Em and I headed for the mountains for a few days. Our 9 year old granddaughter then came and visited us until yesterday, and everything came to a screeching halt as we spent our time with her. We only see her once or twice each year so we try to make it a special occasion for her. I trust that you will be understanding, and forgiving.

Cyril, you have raised a very pertinent question in asking whether we go for 1979? This was an item that I had hoped to deal with in Nashville, but after I sensed a groundswell for adjournment, I felt that it would be a good idea to hold it for the next meeting of the committee. In Denver we will, of course, hear reports about the Jurisdictional Workshops and how to improve them, but I hope to spend most of the time planning for the future.

Prior to the meeting, I expect to get out a letter to the Committee Members asking each of you to do some real thinking and planning prior to going to Denver, probably even to the extent of reducing it to writing. It is a very expensive item when we get together, and I think we should do all in our power to make it as productive as possible. Some of the things for which we need answers are:

1. Should this Consultation develop actual salary schedules for churches of all sizes, and conditions, and then recommend these to all churches in the Annual Conference? Can this be done on an equitable basis without the risk of having to guarantee same? Should same be guaranteed?
2. Should we attempt to influence salaries of District Superintendents & Staff through Council On Finance and Administration? Through GC F&A?

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

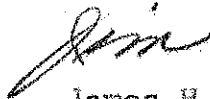
Byron L. White
Secretary-Treasurer

3. Shall we try to become a resource group of "experts" on salary for agencies of the Church?
4. Should we become financial advisers to pastors in the field of family budgeting, insurance, taxes, etc.?
5. Do we really know whether a uniform salary, such as used in the Methodist Church in England, is really bad? Would our pastors be less effective with such a plan?
6. What should our role in the Annual Conference be as we relate to the Board Of The Ministry? Can we make a contribution here?
7. How can we best work with The Division Of The Ordained Ministry so that we may really make our wedding with them beneficial to all concerned?

What other items would you add to these? I really would appreciate any suggestions that you might have on the subject.

Keep me in your thoughts and prayers, and know that I am always in need of your support.

Sincerely,



James H. Womack

THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church

Reply to: Cyril Stone

Home 505-296-9061
Off: 505-293-9473

THE STEERING COMMITTEE

July 2, 1976

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

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

Dear Jim,

Nashville was fun and I think quite productive for us. We are privileged to have your leadership with insights from the business sector, as layman, and a Christian layman with compassion and concern.

Thank you, too, for your quiet, kind words of encouragement. To know I am in your thoughts and prayers is both strengthening and humbling. I am grateful: I am sure that as I pray and search, I'll be given light on how to work out what appears to me to be pretty heavy time requirement.

Now, let me bounce a question off your mind. Where would you see us being in 1979? What are goals we need to be striving for? What objectives should we seek to accomplish and the time schedule, in your estimation?

I think if we could put this together it would be very helpful.

Please give my kindest regards to Em.

Sincerely,


Cyril Stone

July 28, 1976

The Reverend Thomas Mitchell
Florida Conference, UM Church
P.O. Box 3767
Lakeland, Florida 33802

Dear Mr. Mitchell:

Enclosed is a copy of our report to the 1976 Annual Conference, as printed in our Program And Reports Booklet. It was adopted without change, and will be our policy of operation for 1977.

Following our conversation today I found the name of the person who ~~he~~ that he was doing a study of the policies of the Commissions On Equitable Salaries in the SE Jurisdiction. I suggest him as a possible source of information for the data you are seeking. His name and address is:

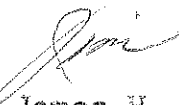
Dr. B. Ellsworth Steele, Associate Dean
School Of Business
Auburn University
Auburn, Alabama 36830

I found that I had a copy of the proposed salary schedule for 1977 for the North Carolina Conference, and it is also enclosed.

I telephoned James Archer today and requested that you be mailed a copy of his notice about the Jurisdictional Workshops. I feel sure that he will do so, but if you do not receive it within a few days, I will be glad to send a facsimile of the copy that I have. His mailing shows that a copy was sent to Paul Hartsfield, and one to Bishop McDavid. (The letter was dated June 7, 1976).

If you have any questions about the attached, or if I can be of any assistance in any way, please call on me.

Sincerely,



James H. Womack, Chairman
Commission On Equitable Salaries

BOARD OF HIGHER EDUCATION AND MINISTRY
THE UNITED METHODIST CHURCH



DIVISION OF THE ORDAINED MINISTRY

*Associate General Secretary
Robert Watts Thornburg*

*Directors
Robert L. Davis
Douglass E. Fitch
Lucy Hansard
Doris M. Jones*

1001 Nineteenth Avenue, South/P.O. Box 871/Nashville, Tennessee 37202/Phone (615) 327-2700

August 6, 1976

Mr. James H. Womack
2143 Ferncliff Road
Charlotte, NC 28211

Dear Jim:

I apologize for the delay in acknowledging your July 5 letter. I am just digging into a big stack of things after quite an absence from the office.

January 10 for the next meeting in Denver on equitable salaries sounds fine. I am writing it into my calendar.

Very sincerely,

Robert Watts Thornburg

RWT:rmw

Copy Jameson Jones



A WORLD SERVICE AGENCY

July 5, 1976

Dr. Robert W. Thornburg
Division Of The Ordained Ministry
P.O. Box 871
Nashville, Tennessee 37202

Dear Bob:

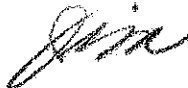
Just a word of appreciation to you for all that you did toward making our meeting a success; first, for arranging for the meeting, and second, for your attendance on the first day. We were sorry to leave you, or at least to leave the meeting so hurriedly, but when we saw that a thunderstorm was imminent about 4:45 we made a run. Not quite fast enough for me, I might add, as I got soaked when I went for the car.

It is my feeling that we are all set now for the Fall Workshops, and I believe that we accomplished about all that could have been done at this time, at least in that direction. I had hoped to get into some philosophical discussions on what salary equity really meant for a pastor, (not to be confused with minimum) but we just ran out of time. Maybe we can accomplish this at our next meeting, which they voted to have in Denver during the week of January 10th. How does that fit into your plans? If this is an impossible date for you I would like to know as soon as possible so that I can try to change to meet your convenience. This was about the only one that I could get agreement on before next summer.

You will be getting a copy of the minutes of the meeting very shortly, but if there any questions in the meantime, please let me know.

Again, our sincere thanks for all that you do for us.

Yours very truly,



James H. Womack

August 10, 1976

Dr. Kenneth M. Lambert
Bethany United Methodist Church
3511 Linkwood Drive
Houston, Texas 77025

Dear Kenneth:

A copy of my letter of August 5th. was received today, and I want to thank you and your staff for doing such a nice job with it - it looked much better than the original.

I had a long telephone talk with the Reverend Thomas Mitchell the other day. He is a Staff member of the Florida Conference, and is very much interested in our work. He is planning to attend our Jurisdictional Workshop in Atlanta on October 12th., and wants to be added to your mailing list for all releases in the future. Also, he would like a copy of my letter of the 5th. if you have an extra one around. His address is:

The Reverend Thomas Mitchell
Florida Conference, UM Church
Lakeland, Florida 33802

Bob Thornburg has confirmed his availability for January 10 as a meeting date, and we will plan it for that date. Cyril Stone has indicated that he will probably be able to work out his schedule so that he can be there on that date, and I believe everyone else was clear. For the time being, Bob will be the liaison with his Division, and I believe it will remain that way unless circumstances force a change. He has indicated an extreme interest in keeping it that way if it is at all possible.

I am planning to gather some research data that has been compiled by Dr. Robert Wilson at Duke Divinity, and Bob is going to get Lyle Shaller's latest, as well as any other material that might be around. If you know of any other like material, please let me know; we would appreciate it. This will be done in the light of your suggestion of seeking direction for our Consultation, and I will certainly be seeking counsel from you as we progress.

August 10, 1976

(2)

Kenneth, I am real interested in the approach which you and Cyril are taking to the Workshops; your bringing in a representative from pensions, etc. I know that we will always have to stick with some of the nuts and bolts of the operations of minimum salaries, and such, but I think we should plan our next National Consultation meeting to major in other fields in which we might develop expertise, and responsibility.

The Fall appears to be offering lots of opportunities for me; the October Workshop, preparing for the Denver meeting, and District Workshops (14 Districts) for my own Annual Conference. I am real excited about the prospects offered.

I was real glad to hear about the election to the Episcopacy of Kenneth Shamblin. He should be a real strong one.

Bishop Scott Allen was assigned to Western North Carolina, and I believe it will be a good experience for all concerned. Of even greater importance, I believe it will work.

My kindest regards to you, and to your family.

Sincerely,

James H. Womack

RIVERSIDE RETREAT CENTER PROPOSAL
Prepared by a Study Committee
of the Board of Discipleship and The Board of Directors
of Riverside Park

BACKGROUND

1968 — The E.U.B. Conference completed a new lodge/dininghall/kitchen facility at Riverside Park, with a meal capacity of 200 persons, and folding doors to divide the area into 3 meeting rooms. With fireplace, air-conditioning and equipment the approximately 4,000 sq. ft. facility cost \$66,500. (Riverside Park is located 2 miles south of the Milford Interstate Interchange.)

At the same time, a total camp development plan was approved which included winterized housing as a second part of the new lodge. A new superintendent's residence was built. There is no debt on the property.

1972 — The Conference reviewed the development plans for each camp, and approved the general concept for Riverside Park, including: "Facilities with semi-private rooms and meeting rooms to be developed. Such a motel-hotel facility would be available for a conference center." (1972 Journal, page 217)

The Riverside Park Board immediately went into an extensive study to develop plans for such a facility. The architect at Southeast Community College participated and made it a class project to research the project, determine state standards, press the Board on specific needs, survey the grounds, and develop sets of plans. Under his direction, 18 complete sets of plans were developed. Eight of these were selected for serious evaluation, as having met the standards of the committee. From this review, the Board made the top choices of plans which would meet the needs as seen at that time.

The best overall plan shows structures which blend in with the lodge building design, to be located east and north of the lodge. Provided in the plan are:

--Motel type rooms for 3 persons each, private, to accommodate 69 persons in a total 7,200 sq. ft. area.

--Dorm type rooms, 5 double bunks to each room, to accommodate a total of 100 persons, plus a meeting room to seat 100 persons, in a total area of 7,200 sq. ft.

--Estimate of the total cost of the above facilities to handle a total of 169 persons and meeting room: \$140,000. (1972 cost)

The Park Board was told at that time "Not yet." They were advised to bring the rest of the camp in order while the Conference worked on other matters.

The Park Board proceeded to do that, adding trailer hook-ups, removing a good number of old buildings, developing a long-range plan for other buildings, removing dead trees, increasing sewage capacity, improving safety factors, completing a 9 hole golf course, and installing playground equipment for young children. Over \$6,700 plus labor was invested in repairs in 1975, to bring some major items into shape.

STUDY COMMITTEE WORK

The new Riverside Retreat Center Study Committee was appointed by the Board of Discipleship in November, 1975.

This group has:

- reviewed the work of the first study committee;
- contacted retreat centers in the area to determine their present experience;
- contacted other potential users of a retreat center;
- reviewed the approximate money spent by the Conference for food and lodging by Boards and Commissions;
- initiated a survey among United Methodist leadership to give more specific guidance on the type of rooms needed, and other facilities which would be expected if this project gets to the stage of re-drawing plans;
- developed a financial plan which showed that a Retreat Center which can house 100 persons is financially feasible.

Information on potential use: Every contact made provided the response that if the fees are competitive a retreat center on all weather road in this area will have more business than it can handle.

As one example, Good Counsel Retreat Center, near Waverly, turns away more business than they take. As of March 1, they have only 4 open days in September, 11 in October and 13 in November. Rates are \$15 per day.

BOARD OF MINISTRY
Equitable Salaries

1. The equitable base salary for full time pastors for 1976 shall be:
 - Ordained \$8,200
 - Ordained with 2 years of college. \$8,400
 - Ordained with 4 years of college. \$8,600
 - Ordained with M. Div. or equivalent. . . \$9,400Plus \$100 per year of service as a full time pastor to a maximum of 10 years.
2. For statistical purposes, the following items shall be used in computing the base salary of each applicant:
 - Cash salary paid by the local church.
 - Utilities paid for the pastor by the local church.
 - Hospital and Medical Expense Program payments made by local church.
 - Pastor's 3 percent MRPFF payment if paid by the local church.
 - Home Mission Aid from the Conference Board of Missions.
 - Salary Supplement from the National Board of Missions
3. Part of our general philosophy on Equitable Salary support is that this should be related to the conference average salary figure provided by the General Board of Pensions. The above recommended figure for an M. Div. or equivalent for 1977 is 85% of the most recent average salary figure, based on the year 1974. We propose to maintain that percentage level.
4. The pastor is to be reimbursed by the local church for actual mileage incurred in pastoral duties at 15¢ per mile or minimum of \$1500 per year. Travel is not to be considered as part of salary.
5. Pulpit supply during pastor's approved absences shall be paid by the local church and shall not be considered as part of salary.
6. Churches shall pay actual office and operating expenses.
7. No pastor may receive payments from the Equitable Salary Fund for an amount more than 20 percent of base salary.
8. No pastor shall be eligible for payments from the Equitable Salary Fund if the record is not cleared with the Board of Ministry.
9. Payments from the Equitable Salary Fund supplementing base salary shall be sent through the local church treasurer.
10. The District Superintendent is responsible to initiate the application for assistance for a local pastor and parish from the Equitable Salary fund, according to procedures provided by the Board of Ministry.
11. A parish and church receiving Equitable Salary funds will be expected to support the program of The United Methodist Church by: 1) conducting Every Member Visitation, 2) using acceptable curriculum materials, 3) paying their conference apportionments, and making every effort to meet their askings in full.
12. If a parish needs Equitable Salary funds for more than two consecutive years, a review of the situation shall begin with a consultation team which can help provide options, such as: an Every Member Visitation conducted by the Conference Finance Counselor or a field person from the General Board of Global Ministries, or an EMV through resource persons recommended by the District Superintendent, or a study of realignment of parishes. The Cost for consultation will be shared by the local parish and the Equitable Salary Commission.
13. Special cases as to eligibility will be taken under advisement by this commission.

PASTOR'S VACATIONS

The Board of Ministry commends to the Pastor-Parish Relations Committee, through the Annual Conference, the care of their pastor and family. In that light, we recommend an annual minimum of four weeks (28 days) for vacation and/or continuing education experiences. The specific time for each will be determined by the pastor and the Pastor-Parish Relation Committee in consideration of the pastor's career development and intentional use of family vacation time.

RESOLUTION FROM THE BOARD OF MINISTRY:

After June 30, 1976, persons entering the ministerial membership of the Nebraska Annual Conference of The United Methodist Church as probationary members, shall fulfill the education requirements for full connection by completing the B.D. or first equivalent professional degree from a school of theology accredited or approved by the University Senate.

EQUITABLE SALARY APPLICATION BLANK

Name of Charge

Name of Pastor

Equitable Salary Application for year _____
Number of years this Charge has received Equitable Salary Support _____.

Read carefully the report of the Division on Ministry Equitable Salary that was adopted by the June 1976 Session of the Nebraska Annual Conference. This is found on page 33 of the Conference Workbook of the Nebraska Annual Conference, 1976.

On the basis of paragraphs 1 and 2 of the Division report adopted by the Annual Conference, the _____ Charge makes application for equitable salary supplement in the amount of \$ _____. (Please fill out the detailed calculations on the reverse side.)

As a Charge, we agree to the following:

- a) We will pay our pastor 15¢ per mile for actual mileage incurred in pastoral duties, or a monthly amount of not less than \$125.00 per month for a total of \$1500.00 per year by the Charge. (See paragraph 4 of the report.)
- b) We agree to pay pulpit supply during pastors approved absences and will not consider this as part of salary. (Paragraph 4 of report)
- c) We are aware we are expected to support the program of the United Methodist Church by: (Please check those you have done or will fulfill this conference year.)
 - _____ 1) Conducting an Every Member Visitation
 - _____ 2) Using approved curriculum materials
 - _____ 3) Paying our Conference apportionments in full and making every effort to meet our askings in full. (Paragraph 10 of the report)

This has been before the Pastor-Parish Relations Committee at a called meeting on _____, 197_____.

Signed _____
Chairperson, Pastor-Parish Relations Committee

This has been before the Administrative Board and discussed. We affirm that the facts are correct.

- Signed _____ Chpsn. Adm. Board for _____ Church
- Signed _____ Chpsn. Adm. Board for _____ Church
- Signed _____ Chpsn. Adm. Board for _____ Church
- Signed _____ Chpsn. Adm. Board for _____ Church

Name of the Charge or local church treasurer to whom the equitable salary support check shall be sent:

NAME	ADDRESS	ZIP
------	---------	-----

MAKE FIVE COPIES: White - Chairperson Commission Green - Conference Treasurer
 Canary - Pastor Buff - District Superintendent
 Blue - Local Church Treasurer

EQUITABLE SALARY CALCULATION FORM

(1) On the basis of the formula adopted by the Annual Conference, the base equitable salary for the named pastor is. \$ _____

Add increment for ___ years of full time service @ \$100. (Max. 10 yrs.) \$ _____

Total equitable salary is to be. \$ _____

(2) Proposed salary payments by the church(es) supporting:

Name of Local Church	Cash Salary	Utilities and other paid by Church	Medical Ins. paid by Church	Pension Fund paid by Church	Total - all support from each Church
_____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____
_____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____
_____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____
_____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____
_____	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____

Total support from local church of churches \$ _____

Salary supplement from the Conf. Bd. Global Ministries (if any) ----- \$ _____

Salary supplement from the General Board of Global Ministries - Nat'l.Div.(if any) --- \$ _____

Total support (Add Section 2) ----- \$ _____

(3) Amount of support for which application is made to the Commission on equitable Salary (subtract Item 2 from item 1) - \$ _____

Your attention is directed to the 1972 Discipline, Para. #1259.4.b. This is understood to mean that any pastor who does not receive the equitable salary established by the Conference for his classification forfeits his pension credit for that year.

=====

Request by district superintendent

Action by Commission on Equitable Salary

Comment:

Approved () Disapproved ()
Comment:

Signature of District Superintendent

Signature of Committee Chairperson

Date

Date

florida conference
Council On Ministries
of the united methodist church

August 20, 1976

Bishop Joel D. McDavid
Resident Bishop

Dr. M. McCoy Gibbs
Conference Council Director

Associate Council Directors
Ms. Bess Bussey,
Rev. Thomas G. Mitchell,
Dr. Victor L. Rankin,
Rev. Warren W. Willis,
Rev. Richard J. Willis, Jr.

Other Staff

Dr. Gaylon L. Howe
Administrative Assistant
to the Bishop
Director of Church Development

Jerome R. Freund, Ph. D.
Director, Conf. Counseling Center

Dr. Robert C. Holmes
Director, Fla. Methodist Foundation

Rev. Clifford Fritz
Manager, Florida United Methodist
Credit Union

Ms. Barbara Wilcox
Editor of Publications
The Florida United Methodist
and
The Conference Council Page

Mr. O. B. Fanning
Director, Methodist Information

Mr. William F. Wyllie
Conference Treasurer -
Business Manager

Mrs. Hilda R. Fuster
Director, Media Center

Mr. Don Heishman
Director, Printing
and Services

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

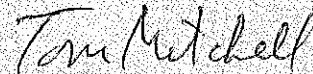
Dear Jim:

Thank you for your letter and the copy of the program of the North Carolina Conference in relationship to equitable salaries. This is a very fine program that you have in North Carolina.

I have not yet received a copy of the notice about the Jurisdictional Workshop but have put down the date of October 12 and plan to represent the Florida Conference at this meeting. I would appreciate your sending me a copy of the notice about the meeting if you have one available.

With every good wish, I am

Cordially yours,



Tom Mitchell

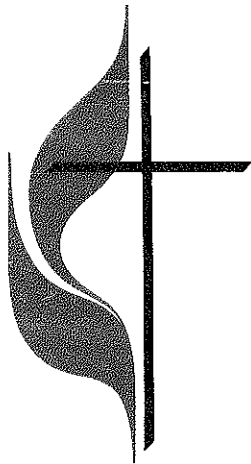
TM/dm

Mr. Francis Connell
2627 Duane St

Bill Walker
2019 15

Pete + Frances Burroughs
Jordan Dalin

Memorial Drive
United
Methodist Church



JAMES D. ARCHER
MINISTER

109 MEMORIAL DRIVE, N.W.
DECATUR, ALABAMA 35601

CHURCH (205) 353-9373
PARSONAGE (205) 355-0731

August 23, 1976

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

Dear Jim:

I had a difficult time reaching Norton. He is no longer connected with the North Georgia Conference Commission. However, he did respond to my request and I am enclosing a copy of his letter which I received Saturday. I like the proposal he makes, what do you think of it? If you think good of the idea of meeting at the Squire Inn let me know and I will contact Mr. Slingluff about reservations.

Sincerely,

James D. Archer

JDA/lm

Will attend:
C. Alamy White, Jr.
Sledge Jayner
Lin Hollowell ?

Cokesbury United Methodist Church

2650 NORTH DRUID HILLS ROAD, N. E.
ATLANTA, GEORGIA 30329

PHONES: AREA CODE 404
OFFICE - 636-3005
PARSONAGE - 636-2153

NORTON CAMPBELL, JR.
MINISTER

August 18, 1976

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

Dear Jim:

After your call yesterday I checked rates and prices at several different places. Air Host Inn at the airport gets \$18.00 for a double room. Holiday Inn at the airport gets \$16.50 for a double room. Both places have a meeting room available for the size group you are talking about. Both places can serve a meal in the large meeting room on Tuesday evening. Meal rates at both places run from \$5.00 to \$10.00. The girl who makes the reservations at Day's Inn was sick yesterday. I could not reach her, but I know from experience that the double rooms run about \$13. or \$14.00.

In my opinion, the best deal I have located is at the Squire Inn on the Southeast Expressway, about ten minutes from the airport. Their rooms are \$15.00 for a double and \$10.00 for a single. They will provide a meeting room free of charge, and will serve a meal from \$4.00 to \$8.00. As it happens, I had played golf with the owner of the Squire Inns here in Atlanta down at Sea Island last week. I found out that he had sold this one on the South Expressway, and it has been re-named Hospitality Inn. I talked with him a few minutes ago, and he said that the motel rooms were very nice; that the manager was very accommodating, so I think this might be your best bet. They have a bus and will provide free transportation service for anyone coming in from the airport for the meeting. I suggest you call the manager directly. His name is Mr. Truman Slingluff. Address of the motel is 4730 South Expressway, Forest Park, Ga., phone 361-6100. He seemed to be a real nice fellow, and I think you can work something out with him.

All in all, I think this would be better than meeting way out here where we are and having to get from a motel to the church each day. It could be done, but it might get a little hairy.

Please let me know if I can be of any further help.

Sincerely,

Norton
Norton

NC/sg

cc: Rev. Larry McIntosh
Social Circle United Methodist Church
P. O. Box 296
Social Circle, Ga. 30279

August 24, 1976

The Reverend Thomas G. Mitchell
Florida Conference, U.M. Church
P.O. Box 3767
Lakeland, Florida 33802

Dear Tom:

Thank you for your letter of August 20th., and I want you to know that I am delighted to know that you are definitely planning to attend the Jurisdictional Workshop. I am looking forward to the opportunity of getting to meet you in person.

As you requested, I am sending you a copy of the preliminary notice of the workshop which was sent out by the Reverend James Archer, Chairman of the Workshop. By a copy of this letter to him, I am requesting that he add your name to his mailing list so that you will receive a copy of all future mailings.

In our telephone conversation, I mentioned to you that I would shortly thereafter have a letter in the mail regarding some important developments within our National Consultation. I am enclosing a copy of that letter, also.

Again, my thanks for your nice letter, and for your interest in our work.

Sincerely yours,

James H. Womack

CC: The Reverend James Archer

1184 Farmington Rd.
Rochester, N.Y. 03867
Aug. 22, 1976

Mr. James W. Nomack
2143 Ferncliff Rd.
Charlotte, N.C. 28211

Dear Mr. Nomack,

The Rev. Darrell Huddleston, Pleasant St. Epping, N.Y. 03042, is now Chairperson of the Area of Global Ministries in the N.Y. Conference. (In our Conference we call it an "Area" ~~not~~ a "Board".)

Our Area of Global Ministries is charged, among other things, with responsibility for equitable salary work. The District Superintendents make recommendations for churches needing salary help and the amount needed to the Area of Global Ministries, which in turn submits a request for the money needed for this and other projects.

As treasurer of the Area of Global Ministries I disburse money for equitable salary and mission support, conference advance specials, National Division Funds allocated for special purposes, and general expenses related to our projects. (For example, we have teams prepared to visit churches who request programs on World Hunger. We arrange and pay for iteneration of missionaries in the conference, and

promote special giving to World Service
and General Advance Specials, etc.)

I hope this helps to clarify our
situation. If I can be of further help,
please let me know.

Grace and Peace,

Agnes W. Corson

THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church

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

THE STEERING COMMITTEE

James D. Archer
Chairman

September 7, 1976

Patrick Flaherty
North Central Jurisdiction

Matthew Gates
Northeastern Jurisdiction

TO: Conference Commissions on Equitable Salaries
RE: Jurisdictional Workshop

Cyril Stone
South Central Jurisdiction

Dear Colleagues:

James H. Womack
Southeastern Jurisdiction

You received an earlier communication telling you of the forthcoming Jurisdictional Workshop for Commission personnel October 12-13, 1976 in Atlanta, Georgia. I trust you have made plans for representatives from your Commission to attend.

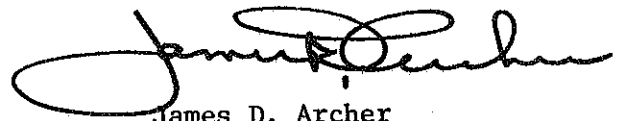
Harold C. Knudsen
Western Jurisdiction

Plans have been formulated and it is now time to begin making reservations for your group. It is the hope of the Steering Committee that each Annual Conference Commission will be represented by two or more persons.

Byron L. White
Secretary-Treasurer

Enclosed is an information sheet and a registration form to be returned to me by October 1, 1976. Please note that the registration form is not for motel accommodations. If I can be of further assistance, don't hesitate to call upon me. I am,

Sincerely,



James D. Archer

JDA/lm

Jim,

I have made reservations for
you, Dr. Thornburg and myself
at the motel.

James D. Archer

September 14, 1976

The Reverend C. Denny White, Jr.
1921 Kingston Drive
Gastonia, North Carolina 28052

Dear Denny:

Final plans have now been completed for the Atlanta Workshop, and a copy of the announcement is enclosed. It appears to be complete, but if you have any questions, please let me know.

I am making a room reservation for you for the 12th. at Hospitality Inn; you are to make your own flight arrangements. (Denny, I am still planning to drive, and you are welcome to ride with me if you prefer. It will require you to leave one day earlier.)

As stated to you over the telephone, the General Church will reimburse you for your transportation; the Annual Conference for meals, etc. We will have the vouchers for reimbursement prepared at the meeting, and you will be mailed a check within a few days.

I am delighted that you will be able to represent our Conference at the Workshop (Sadye Joyner is the other representative), and I shall look forward to seeing you in Atlanta.

If you have any questions about arrangements, program, etc., please write me at the above address. Also, please let me know which way you decide to travel. Either way that you decide is perfectly O.K.

Sincerely,



James H. Womack

September 14, 1976

The Reverend Sayde Joyner
Route 4, Box 217
Reidsville, N.C. 27320

25/-

Dear Miss Joyner:

Final plans have now been formulated for the Jurisdictional Workshop on Equitable Salaries, and a copy of the official announcement is enclosed.

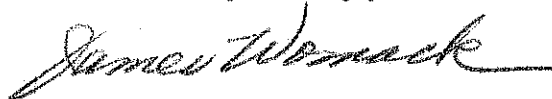
I have made a room reservation for you for the night of October 12, 1976 at the Hospitality Inn, 4730 South Expressway, Atlanta, Georgia. You are to make your own flight arrangements.

As stated to you over the telephone, the Division Of the Ordained Ministry (General Church) will reimburse you for your transportation; the Annual Conference Commission On Equitable Salaries will reimburse you for your motel room rental for the 12th., and for your meals . Vouchers for these items will be prepared for you while the group is in Atlanta, and you will be reimbursed by check within a few days.

I am very glad that you will be able to represent our Conference (the Rev. Denny White will be our other representative), and I shall look forward to seeing you in Atlanta.

If you have any questions about any of the arrangements, please write me at the above address.

Yours very truly,



James H. Womack, Chairman
Commission On Equitable Salaries

September 14, 1976

Dr. Robert W. Thornburg
Division Of The Ordained Ministry
P.O. Box 871
Nashville, Tennessee 37202

Dear Bob:

The enclosed sheet covers the arrangements which have been made for the Jurisdictional Workshop in Atlanta on October 12-13, 1976.

Jim Archer handled the discussions with Hospitality Inn, and while doing so made reservations for the three of us; yours for the night of the 12th. If, for any reason, this does not fit in with your plans, please notify him.

Bob, I am hoping that we will be able to find some time while in Atlanta to talk some about the joint project which we briefly discussed in our last telephone conversation. Perhaps we can do this following the evening session, or even during dinner. In any event, I hope that we can have dinner together that night.

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

Yours sincerely,



James H. Womack

September 14, 1976

Hospitality Inn
4730 South Expressway
Atlanta (Forrest Park), Georgia 30050

Gentlemen:

room

Please reserve a single/for each of the following for
the night of October 12, 1976:

The Reverend C. Denny White, Jr.
1921 Kingston Drive
Gastonia, North Carolina 28052

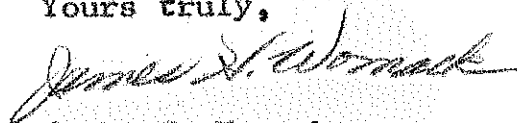
The Reverend Sadye Joyner
Route 4, Box 217
Reidsville, North Carolina 27320

These two persons will be attending a conference at
your motel, the arrangements for which were made by
The Reverend James Archer, Decatur, Alabama.

Please mail confirmations to the two persons named above.

I will need a double room for the nights of October 11
and twelve, but it is my understanding that Mr. Archer
has already made this reservation.

Yours truly,



James H. Womack

THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church

- WHAT:** Jurisdictional Workshop
- WHEN:** October 12-13, 1976
- WHERE:** Hospitality Inn
4730 South Expressway
Atlanta (Forrest Park), Georgia 30050
Telephone: (404) 361-6100
- LENGTH OF WORKSHOP:** Registration will begin at 11:00 A.M. on October 12. The first session will begin at 1:00 P.M. and the workshop will conclude at noon on the 13th.
- FOR:**
- Officers, Conference Commissions on Equitable Salaries
 - Other concerned members of Conference Commissions on Equitable Salaries
 - Conference Staff related to Conference Commissions on Equitable Salaries
- Each Annual Conference is requested to send a minimum of two (2) representatives to the workshop.*
- PURPOSE:** A new quadrennium begins in January, 1977. Most Annual Conference Commissions have had a change in personnel as re-organization for the new quadrennium has taken place. Thus the purpose of this workshop is to help orientate new officers and personnel to the role of the Commission on Equitable Salaries in the Annual Conference. Topics to be dealt with include the new legislation, guidelines, mechanics and relationships. Also, there will be an opportunity to meet and hear Dr. Robert Thornburg, Associate General Secretary, Board of Higher Education and Ministry, Division of The Ordained Ministry, under whose jurisdiction Commissions on Equitable Salaries now comes.
- COST:**
1. The Division of The Ordained Ministry will pay ^{transportation} travel expenses for two (2) representatives from each Annual Conference. This can be handled in one of two ways.
 - A. Flight fare for two (2) persons roundtrip.
 - B. Milage for two (2) cars at the rate of 12¢ per mile roundtrip.Hopefully most Annual Conferences will drive rather than fly. This way transportation can be provided by the general church for more than two persons from each Annual Conference.
 2. Each Annual Conference Commission will be responsible for all food and lodging cost incurred in sending representatives to the workshop.
- RESERVATIONS:** Each Annual Conference will be responsible for making their reservations with the Hospitality Inn.
Room Cost - Single, \$10.30; Double \$15.45
- WORKSHOP LEADERSHIP:** James D. Archer
James H. Womack
Dr. Robert Thornburg
- ACCESS TO HOSPITALITY INN:**
1. **DRIVING:** If you are coming from the South, get off I-75 at the Farmer's Market Exit. If you are coming from the North, get off I-75 at Georgia #85.
 2. **FLYING:** Hospitality Inn has shuttle service which can be called from the lower level (baggage area) of the Atlanta Airport.

(Tel: 361-6100)

September 17, 1976

Dr. Patrick Flaherty
First United Methodist Church
221 East Broadway
Monmouth, Illinois 61462

Dear Pat:

The Reverend Paul W. Steele has just notified me that
The West Ohio Conference has a new chairperson for the
Commission On Equitable Salaries. He is:

The Reverend Elwood Rose
700 Erie Street
Sylvania, Ohio 43560

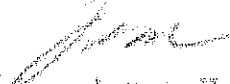
Presumably, this is the same Elwood Rose who registered
in Kansas City, and whose address was then shown as
5914 Winding Way, in Sylvania.

Mr. Steele did not state whether he was still a member
of the commission, but I suppose we should leave him
on the mailing list until we know for sure. A copy of
this letter is being sent to Kenneth Lambert for use
in correcting our master mailing list.

Pat, Ed is still talking about her enjoyable visit with
Mannette while in Nashville. Please give our love to
her.

Best wishes to you and Kenneth on the Jurisdictional
Workshops.

Sincerely,



James H. Womack

CC: Dr. Kenneth M. Lambert

Kenneth, would you please send me a small quantity
of our new stationery? Many thanks for all that
you do for us. Jim.



Parkview United Methodist Church

(FORMERLY WESTGATE METHODIST)

345 South Brinker Avenue

Columbus, Ohio 43204

PAUL W. STEELE
Minister

FRED J. KELLAR
Honorary Minister

The Rev. Mr. Elwood Rose
700 ERIE ST.
SYLVANIA, Ohio 43560

is New Equitable Salaries Chrg person
WEST Ohio Conference

September 29, 1976

The Reverend Matthew H. Gates
Dr. Kenneth H. Lambert

Gentlemen:

The Reverend John W. McLeister, of Mars, Pennsylvania, has notified that he is no longer the Chairman of the Commission On Equitable Salaries for the Western Pennsylvania Conference.

The name and address of the new chairman is:

Mr. Ralph L. Rudy
Baden United Methodist Church
420 Dippold Avenue
Baden, Pennsylvania 15005

Please make the change in your mailing list.

Mr. McLeister has been forwarding all of our correspondence to Mr. Rudy since the change in chairman was voted.

Hope everything is going well with the two of you.

Sincerely,



James H. Womack



Dutilh United Methodist Church

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

Pastor
John W. McLeister

September 25, 1976

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

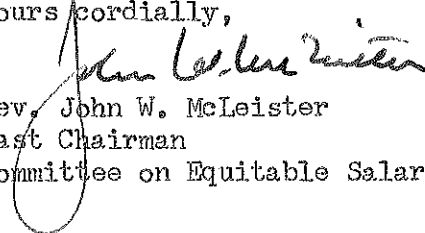
Dear Mr. Womack:

The Western Pennsylvania Conference on Equitable Salaries has elected a new chairman for the coming year. To date I have been forwarding pertinent Equitable Salary correspondence to him. It would, however, be more helpful to him and of use to you if you have the change. The new chairman's name and address is:

Mr. Ralph L. Rudy
Baden United Methodist Church
420 Dippold Avenue
Baden, Pennsylvania 15005

Thank you for noting this change.

Yours cordially,


Rev. John W. McLeister
Past Chairman
Committee on Equitable Salaries

JWM:lwn

THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church

Southeastern Jurisdiction Workshop
Atlanta, Georgia

TUESDAY, OCTOBER 12 - ~~12/12~~

- 11:00 A.M. REGISTRATION BEGINS
LUNCH
- 1:00 P.M. CALL TO ORDER AND ORGANIZATION
WELCOME TO THE ATLANTA AREA AND DEVOTION -
Larry McIntosh, Chairman, North Georgia Commission
- 1:30 P.M. "WHAT WE ARE ABOUT" - James D. Archer
- 1:45 P.M. Coffee and Get Acquainted
- 2:15 P.M. "NEW LEGISLATION" - James H. Womack
- 2:59 P.M. *Head count + collect for meal #6*
- 3:00 P.M. Break into small groups - "WHAT DID YOU HEAR?"
- 3:30 P.M. *Report no. for dinner to Mrs. Johnson*
Reporting Back of Small Groups
- 3:45 P.M. Break
- 4:00 P.M. "GUIDELINES FOR USE IN CONFERENCE COMMISSIONS"
James D. Archer
- 4:45 P.M. Break into small groups - "WHAT DID YOU HEAR?"
- 5:15 P.M. Reporting Back of Small Groups
- 5:30 P.M. Break for Dinner
- 6:15 P.M.
- 7:00 P.M. ADDRESS BY DR. ROBERT W. THORNBURG,
Associate General Secretary
Board of Higher Education and Ministry
Division of the Ordained Ministry
- 8:00 P.M. Adjournment

WEDNESDAY, OCTOBER 13 -

- 8:30 A.M. CALL TO ORDER
DEVOTION - GEORGE K. JONES,
Secretary Tennessee Commission
- 8:45 A.M. "MECHANICS OF COMMISSION OPERATION" - James H. Womack
Elvanee Dickman
- 9:15 A.M. Break into Small Groups - "WHAT DID YOU HEAR?"
- 9:45 A.M. Reporting Back of Small Groups
- 10:00 A.M. Break
- 10:15 A.M. "RELATIONSHIPS OF THE COMMISSION" - James D. Archer
- 10:45 A.M. Break into Small Groups - "WHAT DID YOU HEAR?"
- 11:15 A.M. Reporting Back of Small Groups
- 11:30 A.M. General Discussion
- 12:00 Noon Adjournment

NATIONAL CONSULTATION ON EQUITABLE SALARIES
ATLANTA, GEORGIA - OCTOBER 12-13, 1976

LEGISLATION ENACTED BY 1976 GENERAL CONFERENCE

Dr. Kenneth Lambert pretty well described the attitude of the General Conference when he said, "the interests of Equitable Salaries were a low priority item in Portland". Nevertheless, the new legislation on equitable salaries seems to cover all of our real needs at this time, and for this we can thank Dr. Lambert and the Reverend Matthew Gates, both members of our national steering committee. Mr. Gates served on the sub-committee which processed our petition, and Dr. Lambert was permitted to speak in the interest of the petition before the sub-committee. There were no dissenting votes on the full committee hearing, and it passed the floor of the plenary session as a part of an omnibus bill, without even a reading.

It is quite evident that the main thought in Paragraph 934 (the new number) is on "minimum salary" as eight of the ten sub-paragraphs deal with minimum - not equitable. This is not necessarily bad, as we know that for a long time to come we will be involved with minimum salary support; this is especially true in the Southeast.

We wanted to strengthen the stance of the new legislation, and I am very pleased with the opening sentence; "there shall be in each Annual Conference a Commission On Equitable Salaries, etc., etc." There is no equivocation, no vague start, such as that found in the 1972 Discipline. Let's take a look at each of the 10 sub-paragraphs:

1. The makeup of the commission is quite clear - half laity, half clergy, with one of each from a church of fewer than 200 members, all to be nominated by Conference Nominating Committee. No limitation is put on the number of members.
2. This paragraph is rather ambiguous in its meaning. It starts off

It starts off as if the commission is being empowered to study the numbers of ministers required to carry on the work of the Church, but it winds up by saying that the purpose is really to set a minimum salary scale for all full-time ministers, with any limitations which the conference may choose to vote. The limitations provision is the only power that the commission has in the way of controls, once the salary scale is set. The Bishop and his Cabinet may set up Charges and make appointments as they see fit as this authority is clearly given to them by the Discipline.

3. Appointments are supposed to be made within the spirit of the policy of the Commission, as set by the Annual Conference, but again, the Commission can exercise only those controls which are specifically set by the Conference. (Use Texas Conference as example.)
4. Please note that the Conference Council On Finance And Administration has its authority in the setting of the salary scale (sub-paragraph 2), but not in the setting of the total amount. This is to be calculated by the Commission On Equitable Salaries, and the C.F.& A. is supposed to apportion and collect the funds.
5. Limits may be set for use at any one Charge, but they must be on a uniform basis, and must be uniformly applied.
6. ERA in action here, but I fully agree with the provision, and also assume that it was being followed even without the legislation.
7. The Commission is clearly given the authority to draw the funds from C.F. & A., and to have them disbursed according to policy.
8. A restatement of an important item of long standing.
9. This is a new piece of legislation, and provides for supplementing salaries beyond the minimum schedule, providing it is recommended by the Commission. (Discuss legality of funds used at the discretion of Bishop and Cabinet - other than Sustentation).

10. This is the new piece of legislation with which I am most pleased.

It is permissive only, not directive, but it seems to open the door for any type of promotion work one might wish to do in the way of encouraging salary levels that are truly equitable.

This is the first bit of legislation that seemed to even relate to equitable salaries, as such, as everything else heretofore has dealt only with minimum salaries.

(If time permits, deal with problems that minimum salary scales may harm the possibilities for equitable, as there is a tendency to look on minimum as equitable.)

James H. Womack
October, 1976

Draft of Legislation Covering Commission On Equitable Salaries
As Passed By General Conference, 1976.

§ 934.

Equitable Salaries.—1.

There shall be in each Annual Conference a Commission on Equitable Salaries composed of an equal number of lay and clergy persons—including at least one lay and one clergy from churches of fewer than 200 members—and who are nominated by the Conference Nominating Committee and elected by the Annual Conference.

2. 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 annually to the Conference for its action a schedule of minimum salaries for all full-time pastors, 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 minimum 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 minimum 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 section 4, shall be used to provide each pastor who receives less than the minimum 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 minimum 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 minimum salary in any given case.

6. Clergy couples, both husband and wife as separate individuals as members of the Annual Conference, have the right to full claim on the minimum salary fund when they accept a fulltime appointment, either as pastors of adjoining churches or charges, or as co-pastors of a church or charge. At their joint initiative and after consultation with the district superintendent and/or bishop, they may jointly waive any portion or all of her/his share of the minimum salary fund. Such a request of waiver shall be presented, in writing, to the district superintendent and the Annual Conference Commission on Equitable Salaries. Such a waiver shall be received and established annually, as long as this appointment continues to have a claim on the minimum salary fund.

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

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

9. On recommendation of the Commission on Equitable Salaries, the Annual Conference may authorize the utilization of the Equitable Salary Fund to provide for supplementing salaries beyond the minimum salary schedule.

10. The commission may suggest to the Annual Conference for its consideration equitable salary ranges for the pastors and/or charges, and the Annual Conference may suggest such equitable salary ranges to the charges for their consideration.

Draft of Legislation Covering Commission On Equitable Salaries
As Passed By General Conference, 1976.

§ 934.

Equitable Salaries.—1.

There shall be in each Annual Conference a Commission on Equitable Salaries composed of an equal number of lay and clergy persons—including at least one lay and one clergy from churches of fewer than 200 members—and who are nominated by the Conference Nominating Committee and elected by the Annual Conference.

2. 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 annually to the Conference for its action a schedule of minimum salaries for all full-time pastors, 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 minimum 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 minimum 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 section 4, shall be used to provide each pastor who receives less than the minimum 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 minimum 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 minimum salary in any given case.

6. Clergy couples, both husband and wife as separate individuals as members of the Annual Conference, have the right to full claim on the minimum salary fund when they accept a fulltime appointment, either as pastors of adjoining churches or charges, or as co-pastors of a church or charge. At their joint initiative and after consultation with the district superintendent and/or bishop, they may jointly waive any portion or all of her/his share of the minimum salary fund. Such a request of waiver shall be presented, in writing, to the district superintendent and the Annual Conference Commission on Equitable Salaries. Such a waiver shall be received and established annually, as long as this appointment continues to have a claim on the minimum salary fund.

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

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

9. On recommendation of the Commission on Equitable Salaries, the Annual Conference may authorize the utilization of the Equitable Salary Fund to provide for supplementing salaries beyond the minimum salary schedule.

10. The commission may suggest to the Annual Conference for its consideration equitable salary ranges for the pastors and/or charges, and the Annual Conference may suggest such equitable salary ranges to the charges for their consideration.

October 14, 1976

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

Dear Jim:

Many thanks to you for your work in planning and participating in the SEJ Workshop. I thought that the meeting was successful, and I believe that those in attendance felt the same way.

My expenses for reimbursement from the Division Of The Ordained Ministry are as follows:

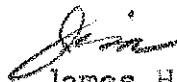
Travel	\$ 76.00
Room	16.46
Meals	<u>30.31</u>
	\$122.77

(The \$30.31 includes \$6.00 for Bob Thornburg at the dinner on Tuesday night. The bill had already been made up, and his putting it on his room bill would have been a problem.)

In addition to the above, the charges for coffee and cokes which were served to the group was on my room bill. Two servings @ 16.42 each = \$32.94. This was a bit of a surprise, but I paid it, assuming that you had not also been charged. If you have funds left from the \$100 expense fund, I presume the reimbursement should come from there. If not, let me know, and I will handle it. I do not think it should be charged to DOTOM.

See you in January; in the meantime, take care.

Sincerely,



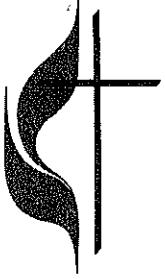
James H. Womack

ISSUES FOR CONSIDERATION

1. Need a questionnaire or some instrument to ascertain what "benefits" really are. What is included as a benefit such as: health insurance premiums, death benefit premium, travel, utilities, continuing education, etc.
2. Need common definitions for how "Benefits" are figured; such as - how is travel figured, how much for continuing education.
3. Need more information on equitability for clergy couples when one signs off. What happens to pensions? Are they each considered half time, etc.
4. Standards are needed in terms of work load and how each Conference Commission makes judgements on this and other issues.
5. Need clearer definition of "Salary" in its relation to professional expenses.
6. Need a more uniform means of paying moving expenses, particularly as this relates to Equitable Salary persons.
7. Urged a common understanding across Conferences at least in each Jurisdiction. Urged we meet again with these items as an agenda to seek some guidelines for our Conferences.

The following proposal was adopted by the Western Jurisdictional session on Equitable Salary, October 15, 1976.

1. That we define salary, benefits, equitability, philosophy of operation, with enough detail that we can compare and discuss our definitions with clarity.
2. That we present our material in a preliminary report to be distributed in advance of our meeting to be held 2 years hence.



THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church

A Fellowship of the Division of the Ordained Ministry

October 23, 1976

THE STEERING COMMITTEE

James H. Womack, Chairman
Dr. Patrick Flaherty, Vice Chairman
Dr. Kenneth M. Lambert, Secretary
Rev. Ralph Fellersen, Treasurer

Reply to: 2143 Ferncliff Road
Charlotte, N.C. 28211

Rev. James D. Archer
Mrs. Patricia Brown
Dr. D. Keith Clarke
Rev. Matthew H. Gates
Rev. Harold Knudsen
Dr. Cyril Stone

Ex-Officio
Bishop Jesse R. DeWitt
Dr. Robert W. Thornburg

TO: MEMBERS OF STEERING COMMITTEE

Plans are proceeding for our Steering Committee Meeting in Denver, beginning on January 10, 1977.

Single room reservations have been made for each of you at the LaQuinta Motel, 1900 S. Colorado Boulevard. The meetings will be held at the Denver Area Office at 2200 S. University Boulevard.

It seems to me that the main thrust of this meeting should be to try to chart our course for the future, and with this in mind, I have jotted down some agenda items for consideration. Please study them carefully, add the items you would like to have put on the agenda, and return to me for inclusion:

←

1. Brief Reports On Jurisdictional Workshops.
2. Plans For Future Direction Of Consultation:
 - a. Can we function effectively beyond the minimum salary level?
 - b. Should all ministerial financial support groups be put into one commission?
 - c. What is proper function of steering committee?
 - d. Can we properly define what constitutes an equitable salary? Cash salary; fringe benefits, etc.
 - e. What is the best way to phase out minimum salary support, or at least, greatly reduce it?
 - f. How often does steering committee need to meet?
3. Plan For National Consultation In 1979:
 - a. Type of programs.
 - b. Election of members, and committee organization.
4. Determine How We Can Work Most Effectively With General Staff.

Please respond with your suggestions at an early date, say, not later than November 15th. Thanks in advance.

Yours sincerely,

James H. Womack

Hamphire House
In your reply, please indicate the subject you would like to handle.



New York Conference Council on Ministries

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

October 20, 1976

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

Dear Jim:

In checking over the January calendar, I am reminded of the fact that we set a tentative meeting of the Equitable Salary Consultation for January 10 in Denver.

I also noted that the National Convocation on Evangelism is being held January 11 through 14 in Des Moines, Iowa. I need to be present there and it may be that there are others from our group who might also need or want to be present.

Therefore, my question to you is, would it be worth making a check with the members of our committee to see if this is going to be a conflict and to raise the question of transferring our meeting to Des Moines, where those of us who need to could do both.

We are looking forward to our Jurisdictional Equitable Salary Consultation at Cherry Hill, New Jersey next Tuesday and Wednesday. We have representatives from 14 of the 17 conferences in the Northeast Jurisdiction, a total of 24 persons. I will give you a report after the event.

Sincerely,

Matthew H. Gates
Council Director

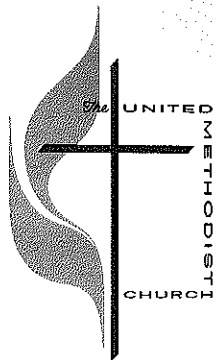
MHG:er

TO: COMMITTEE MEMBERS

This letter was received just as I was getting the enclosed meeting notice letter ready to mail. I telephoned Matty but he was not in, so I relayed a message to him suggesting that we might start our meeting at 9:00 A.M. on the 10th, and conclude late afternoon of the 11th. He would then be able to make our meeting, and three days of the other meeting. (This would be in lieu of noon on the 10th., to noon on the 12th.)

The question now is - could all of the rest of you fly in to Denver on the 9th., and would you be willing to do so? Please respond as quickly as you are able to do so. Also, enclose your suggestions asked for in the other letter!!

JHW



ST. STEPHEN'S UNITED METHODIST CHURCH

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

(505) 293-9673

November 1, 1976

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

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

Dear Jim,

I appreciate your efficient guiding on our approaching Steering Committee meeting. Time gets shorter each day it seems, so I'll try to get this off.

I am enclosing a composite report of our Workshop. It was well received and both Ken and I felt it of considerable value, especially in light of a number of new persons in the Annual Conference's Commission.

In terms of Denver, I believe I can be there Sunday, January 9. Frontier Airlines leaves here with a flight that arrives Denver at 3:34 p.m. If I had no complicating local schedule (have none now) that would suit me fine. I'd like to really work and get through in a 24-hour period if at all possible.

My preference of areas would be "how to get beyond minimums", but I'd try to work in where needed.

I'm doing this without your letter here at the Church, so I hope I'm answering all your questions.

Let me say, too, one of the delights of our sharing is the privilege of your friendship and leadership. I'm grateful for that. Blessings on you.

Sincerely,

Cyril Stone

Enc.

OUR EQUITABLE SALARIES COMMISSIONS

JURISDICTIONAL WORKSHOP

October 12-14, 1976

Oklahoma City, Oklahoma

TENTATIVE SCHEDULE

Tuesday, October 12

12:30 - 2:15 p.m. - Registration

2:30 " - Orientation

3:00 " - "Where do we come From?"

Designed to learn experience and background of those attending - format proposes small groups of 10 - 15 to work on case studies, to open up ways of helping and hindering.

6:00 p.m. - Dinner

Dr. Stan Morrow, Board of Pensions, guest speaker: " MONEY AND MINISTRY" - Panel follow-up

Wednesday, October 13

8:00 a.m. Breakfast

8:30 a.m. "HOW TO BUILD A PROGRAM"

1976 new legislation - what does the law allow?
Motivation? Welfare? goals of the Annual Conference
Small groups and group rap session

12:00 - LUNCH

1:30 - "SELLING THE PROGRAM"

How do we build relationships? What are the issues?
Role play on 3 relational experiences: CES & Pastor,
CES and D.S. & CES and CFA.
Summarizing on sensitizing the Annual Conference to needs.

6:00 - Dinner

7:00 - ADMINISTERING THE PROGRAM

How we do it - varying sized Annual Conference.
Spreading the word - PPR'S; District Seminars, etc.
Techniques on research and development
Evaluating the program - cost, productivity, etc.

Thursday, October 14

8:00 - Breakfast

8:30 - "How do dollars affect or effect careers?"

Plan to have a personnel manager to speak to us followed by clarification of salary, benefits, expenses.

10:00 - A time for dreaming - "I wish we could----"

Close the time with worship - "Our Call to Ministry"

12:00 - Lunch - and on our way home.

IT IS WORTH YOUR TIME AND MONEY TO GROW TOGETHER

AN EVALUATION OF THE SOUTH CENTRAL JURISDICTION EQUITABLE SALARIES WORKSHOP

Under the leadership of Ken Lambert and Cyril Stone, 30 persons from 14 of the 16 Annual Conferences met and studied at the Center for Christian Renewal, Oklahoma City, October 12-14, 1976.

A copy of our schedule is enclosed to provide insight into the manner of approaching several areas of need as we thought them to be necessary.

EVALUATION by the persons who attended gave us these insights:

1. Do this once a year, but on a 24 hour schedule rather than 48. Most of the persons felt the longer schedule was more than they could physically and mentally tolerate.
2. Most highly rated contribution of the workshop was the cross-Conference fertilization - sharing program and ideas. Many felt it was helpful to know were struggling with common problems.
3. There was a general indication of desire to have more lay persons both on the Commissions and especially at the workshops so we could share insights and raise questions from the perspective of ministry and laity.
4. Our workshop dealt with the new legislation which was greatly appreciated by those attending.
5. We brought in William Werling, Manager of Industrial Relations for Rockwell International, aircraft division, who dealt with a number of things under the heading, "Money, Motivation and management". It was obvious that there is a need on the part of Commissions on Equitable Salaries to give personal support and encouragement to persons in minimum support areas.
It was also of benefit to have the approach of industry which was translated to apply in the Church.
In the outside personnel we had, Stan Morrow came from the Board of Pensions and shared information of value in several related areas.
6. There were numerous requests for more time for worship, which may be a directive or at least an indication for the National Consultation.

RECOMMENDATIONS FOR THE FUTURE

1. If possible, and we can find the way to do it, develop a common basic salary plan for the whole Jurisdiction.
2. Develop a workshop for family financial counselling for ministers and wives, so they can see how better to use what they have.
3. Use ESC funds to (a) develop a staff person for several small churches, such as Director of Christian Education (b) fund short term sabbaticals (c) help with other forms of Continuing Education.

IF WE CAUGHT ANY DIRECTIVE FOR THE NATIONAL CONSULTATION, IT

COULD VERY WELL BE TO HELP DEVELOP THE IDEA OF EQUITABLE AND MOVE AWAY FROM THE PATRONIZING ATTITUDE AND VERBAGE OF MINIMUM.

4. Train local church leadership, through district or other workshops (a) how to develop ministerial salary since few Pastor Parish Relations Committees have persons serving on them who have a good knowledge of how to be supportive at this point. (b) help laity and PPR Committees as well as Committees on Finance understand the difference between "salary" items and "professional support" items. *(Professional expense)*
5. Develop tools that can be fairly used to measure productivity of ministry for ESC supported work.

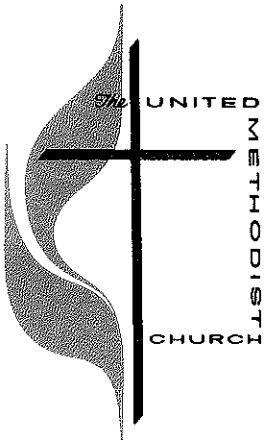
OTHER OBSERVATIONS

1. Other than the re-emphasis of Equitable over Minimum, there was little that seemed to be for consideration for memorials to General Conference. It may be well that in the National Consultation, we have a section dealing with the various proposals that can make maximum contribution. *How get our personnel on the committee considering Equitable?*
2. We found our registrants to be a large number of persons who were new to the work and who wanted help in the basics.
3. It was suggested that the National Consultation have sections for experienced personnel and sections for new personnel in order to get deeper into problems and implications of various forms of programs and legislation.

Probably the most significant thing we came out with was a sensitizing to relationships in order to see that we were truly in ministry one to another, and that we would more and more emphasize that ESC is inclined to support churches to enable ministry, rather than just salary support for ministers. This broadens the concept of service and ministry into the Equity area on an acceptable basis.

Respectfully submitted

Cyril
Cyril Stone,
South Central Jurisdiction



New York Conference Council on Ministries

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

November 4, 1976

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

Dear Jim:

First let me give you a very brief report on the Northeast Jurisdictional Equitable Salary Workshop. I felt very good about our Workshop. We had 26 present representing 14 of the 17 conferences in the Jurisdiction. The participation was excellent, the spirit of the participants was enthusiastic, and the evaluation that they placed on the Workshop was that it had been very helpful and meaningful and they hoped that we would repeat it in two years.

One of the suggestions that came out of the meeting was that the next National Consultation should be held in the spring of 1979 rather than the fall. There was a feeling that we needed to work out a set of guidelines for a Commission upon which there was some degree of consensus. Another problem that they felt needed to be addressed was the question of how high top salaries in the ministry should go in relationship to the average. A third concern was about the deployment of ministers in relationship to good pastoral care. The concern being expressed was at the other end of the scale from which we usually speak, namely, a minimum number of persons for a full appointment. They were concerned about those larger situations where one man was taking care of too many persons and therefore not capable of giving adequate pastoral care. The question was should Equitable Salary Fund be used to make it possible for such churches to have staff ministries.

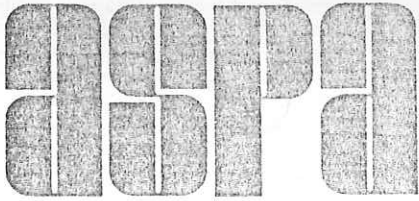
Now to respond to your question of agenda at the January meeting. Two questions still come to my mind that we need to deal with: a) Can we function effectively beyond the minimum salary level? b) Can we properly define what constitutes an Equitable Salary, taking into consideration fringe benefits, etc.; c) Some talk about the 1979 National Consultation.

As far as the January 10 date goes, whatever you set up will be satisfactory to me. I will be there in Denver. If your proposed change is satisfactory to the others, well and good, if not, don't worry about it and I'll stick with you. See you in January.

Sincerely,

Matthew H. Gates
Council Director

MHG:er



american society
for
public administration
maryland chapter

10102 Reed Lane
Ellicott City, Md. 21043
November 5, 1976

Dr. D. Keith Clarke
Rev. Matthew Gates

You deserve our thanks for arranging a useful program striking a fine balance between (1) overly strict adherence to an agenda and (2) letting the discussion "run". The discussions were relevant, pointed and broadening. They didn't become tedious.

Thanks also for letting us tell the "Baltimore Conference Story". We're convinced of the need for fuller communication and understanding, and the new organizational attachment to the Division of Ordained Ministry of the General Church should help meet this need.

I'm enclosing a copy of some notes dealing with the organization and structure of the Consultation. It is based on the 2/28/76 mailing from Dr. Lambert and Mr. Womack's letter of 8/5/76. These notes may be of some use to you at the next Steering Committee meeting.

Enc.
cc. James H. Womack ✓

Sincerely,

A handwritten signature in cursive script that reads "Clifford R. Gross".

Clifford R. Gross, Member
Equitable Salary Commission
Baltimore Annual Conference

NOTES ON MATERIALS FROM STEERING COMMITTEE DEALING WITH ORGANIZATION
AND STRUCTURE OF NATIONAL CONSULTATION ON EQUITABLE SALARIES *

- I. IMPERATIVE NEED FOR EXPLICIT STATEMENT OF ORGANIZATIONAL OBJECTIVES, GOALS, MISSION, ETC. OF THE CONSULTATION: A statement of objectives, goals, mission, etc. for the Consultation is a basic requirement which should be met. The fashioning of an "administrative umbelical cord" to the Division of the Ordained Ministry merely modified the need for such a statement, but does not eliminate it. The lack of a common understanding of mission and goals was very evident at the Kansas City meeting of the Consultation in September of 1975. Further, the very nature of the Consultation--an ad hoc body with a widely dispersed membership, meeting infrequently, and operating in a cooperative, collaborative framework--makes the need for such a statement clear and unmistakable.

The statement of goals, objectives, etc. ought also cover the nature of the administrative and functional relationship with the Division of the Ordained Ministry.

The following materials clearly need to be elaborated upon and "fleshed out."

"That the National Consultation on Equitable Salaries seek a working relationship with the Division on the Ordained Ministry and its staff and enter into whatever loose-knit organizational relationships are appropriate in the achieving of this goal."**

II. MEMBERSHIP AND STRUCTURE OF THE CONSULTATION:

- A. Recognizing that the Conference Commission on Equitable Salaries have Disciplinary legitimacy and that such is not the case with the Consultation (at either the National or Jurisdictional level), it would be more fitting to make the Commissions eligible for membership in the Consultation. Each Conference Commission ought certainly be free to select its own representatives. While the representative would probably be the Chairman in most instances, nevertheless the choice ought to be in the hands of a legally constituted body rather than an ad hoc body.
- B. The Consultation ought to make a positive and deliberate effort to secure a better balance in membership between lay members and clergy. The compelling fact is that in the entire area of ministerial compensation (including "fringe" benefits) the Conference voting structure puts the clergy into a "conflict of interest" situation (Serving two masters). With reference to the Steering Committee membership, a much better balance between lay and clergy would already appear to be imperative.
- C. Why not let each jurisdiction select the jurisdictional representatives on the Consultation's Steering Committee? A plenary session of the Consultation is largely composed of persons who do not know each other and is ill-suited to select the Steering Committee members representing other jurisdictions.

* Based on materials in Dr. Lambert's communication of 2/28/76 and Mr. Womack's letter of 8/5/76.

** Dr. Lambert's communication, p. 1.

- D. In order to assure that the Steering Committee is and continues to be a continuous body with just enough controlled turnover or fixing of terms to assure its continuous nature, specific provisions need to be developed to accomplish this. We need to recognize that such provisions will need to be put into effect for an existing organization created before the provisions for continuity are adopted.
- E. Is there any compelling reason why membership on the Steering Committee must be limited to persons having membership in the Commission on Equitable Salaries in their own Annual Conference so long as they have the support of and represent such an Annual Conference?*** It would appear that the parenthetic phrase on lines 3 and 4 of item 5*** is in itself a significant negation of the sentence which precedes it. If the parenthetic qualification on lines 3 and 4 of item 5 remains, then the words "or lay" must be inserted between "Staff" and "members" on line 3 or item 5.*** In our Conference we carried a lay consultant to the Commission for an extended period of time because under the general rules of our Conference he was not eligible for Commission membership without special Conference action. Yet, he had much to contribute and we wanted and used his advice, counsel, and services.

*** See item 5 on page 3 of Dr. Lambert's communication of 2/28/76.

November 7, 1976

2143 Ferncliff Road
Charlotte, N.C. 28211

The Reverend Samuel P. Auslam
Council On Professional Ministries
Northwest Texas Annual Conference
P.O. Box 2958
Lubbock, Texas 79408

Dear Sam:

Thank you for your letter of October 29th., and for the many fine suggestions which you made for consideration at our Steering Committee meeting in January.

As you probably know, our affiliation with the Division Of The Ordained Ministry has already resulted in gaining some much needed financial support for the Committee, as well as a large share of the expense of the Jurisdictional Workshops. Also, we have had some help from their research, and we have plans for extending the mailings for this to our full membership.

Your suggestion about the inclusion of the Diaconal Ministry into our area of concern is a completely new thought to me, perhaps because I am lay rather than clergy. I had considered it to be a full responsibility for the employer, but I will put it in the hopper for full discussion at our meeting.

Again, my thanks to you for the interest which you have evidenced in our work. Please keep us in your thoughts and prayers, and let the suggestions keep coming to us.

Sincerely,

James H. Womack



Samuel P. Auslam
Director

COUNCIL ON PROFESSIONAL MINISTRIES NORTHWEST TEXAS ANNUAL CONFERENCE

Lubbock, Texas
October 29, 1976

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

Dear Jim:

Thank you for your letter in regard to the National Consultation on Equitable Salaries and the direction which we should be taking in the future.

It appears to me that now that we are an official "fellowship" related to the Division of the Ordained Ministry, Board of Higher Education and Ministry of the United Methodist Church, we should capitalize on this relationship and utilize the staff and resources of the Division in every way possible. This would include staff support for research, interpretation, and coordination with the Division, budget funds to cover the meetings of at least the Steering Committee, financial support on a sharing basis for Jurisdictional Workshops, and an ongoing relationship with continuing financial support.

My dream for the National Consultation on Equitable Salaries is that we would become an integral part or department of the Division on Ordained Ministry, and that this relationship could also be extended to the new Division of Diaconal Ministry. One of the needs we will be confronted with in the near future with the emergence of Diaconal Ministries will be the establishment of a minimum salary support level for this group in ministry. It is my opinion that we must begin to consider this challenge now, and that the Steering Committee, in the meeting in January, 1977, should have this matter high on the agenda.

I am personally interested in the possibility of total financial packages for both ordained and diaconal ministries. It appears that this problem must have a great deal of study before exposure to the general church. Perhaps the models afforded by industry might be a place to research. The need here is already critical with the lay professional group, soon to be diaconal ministries.

The Reverend James H. Womack
Page 2

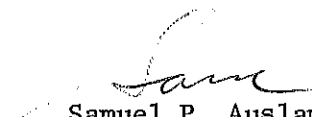
October 29, 1976

What do you think? The area of recognition or identity of both ordained and diaconal ministries is also critical. It seems the ordained need identity of profession, and the diaconal will need both recognition and identity in the crucial years of first call, process of training, employment, continuing education, middle years, and pre-retirement and retirement. The lay professional is in dire need of relationship to and recognition by the Annual Conference. One of the primary functions of the National Consultation should be the establishment of minimum salary support levels by the Annual Conference for local churches.

I regret that I was unable to attend the Jurisdictional Workshop in Oklahoma City. The three Council Directors of the Northwest Texas Conference were involved in a series of District Meetings, and it was impossible for me to attend. You may be assured, however, of my continual interest and support. If there is anything I can do to assist in reaching our goals, you may be assured that I am ready and willing.

Best wishes for a good Steering Committee Meeting in January. Please do not forget the diaconal ministries in your planning for the future. Please be assured of our appreciation for you and the committee for all you are doing for Equitable Salaries.

Sincerely yours,



Samuel P. Auslam

SPA:md

cc: Rev. Kenneth Lambert
Texas Conference
Rev. Cyril Stone
New Mexico Conference

August 25, 1976

The Reverend Samuel P. Auslam
Director, Council On Professional
Ministries
P.O. Box 2958
Lubbock, Texas 79408

Dear Sam:

Thank you for your kind remarks regarding the work of the Steering Committee, and I am delighted to learn that you will have several representatives attending the Jurisdictional Workshop. I am sure that Kenneth and Cyril Stone will have a very informative program.

As you know from our Kansas City meeting, a lot of the attention was still focused on minimum salary problems, and that will rightly continue to be one of our important responsibilities. The legislation which was enacted at Portland certainly leaves the door open for other emphases, and this is where I want to direct our main efforts for this quadrennium:

1. Proper recognition of professional status,
2. Role of the Local Pastor, and status in Confer.
3. Total financial package for Ministers? etc., etc.

As the director of the Council in your Conference, I am sure that you have already given much thought to these and other similar ideas. I would be very grateful if you would share your thoughts with me and the effort which we are making toward finding proper direction for our Consultation. May I hear from you? Any thoughts or suggestions which you will share will be greatly appreciated.

Sincerely yours,



James H. Womack



Samuel P. Auslam
Director

COUNCIL ON PROFESSIONAL MINISTRIES
NORTHWEST TEXAS ANNUAL CONFERENCE

Lubbock, Texas
August 11, 1976

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

Dear Jim:

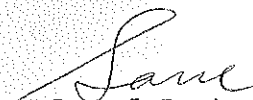
Thank you for your letter and the good news that we are now official, in our relationship with the Division of the Ordained Ministry, Board of Higher Education and Ministry.

May I offer my congratulations for the splendid work which has been done by the Steering Committee of the National Consultation on Equitable Salaries.

Ken Lambert has informed me of the date of the Jurisdictional Workshop for Commission Members. We will attempt to have as many members of the Commission present as is possible.

Thank you again for your good work.

Sincerely yours,


Samuel P. Auslam

SPA:md

cc: George Sides



The Fairmont District

WEST VIRGINIA AREA

THE UNITED METHODIST CHURCH

D. KEITH CLARKE
SUPERINTENDENT

D. FREDERICK WERTZ
BISHOP

November 8, 1976

Mr. James Womack
2143 Ferncliff Road
Charlotte, NC 28211

Dear Jim:

I shall be present for our Steering Committee Meeting in January. At the present moment I hope to have my wife with me if arrangements can be made. I assume the "single" room contains a double-bed.

The agenda appears to cover most of our present needed items of concern. I do feel we need to give some consideration to some statement of organization, such as By-laws governing the responsibilities of the Steering Committee, committee member selection process, relationship with General Board, etc.

4
Of the items on the suggested agenda I would be willing to "handle" what you would direct. Number four contains interest for me--but so do the others, but not to the same degree as four.

Shalom,

D. Keith Clarke

DKC/kc



ROCKY MOUNTAIN CONFERENCE
of the
UNITED METHODIST CHURCH

2200 South University Boulevard
Denver, Colorado 80210
PHONE (303) 733-3736

Harold C. Knudsen
Treasurer

Nov 11, 1976

Dear Jim:

Sorry to be slow in answering your last two letters but hope it gets done today before I leave for Pension Conference in Dallas next Mon-Wed.

First in reply to letter of Oct 27th. in regard to Jurisdictional Workshop

1. Highlights: a. Nothing really new or different. Most felt that Western Jurd. is behind most of the church in this area. All were interested in going beyond idea of minimum salary. Felt there was a need for both Jurd. and National meetings each 4 years.

2. Attendance: a. 4 Conferences of 6 represented.
b. Attendance: Rocky Mt. - 5 (2 lay, 2 min. & myself)
Cal.-Nev. - 5
PNW - 2 (clergy)
Yellowstone - 1
All were members of their own Conf. Com.

Total 13

3. Changes in further- Think maybe the West. Jurd. should attend the South Central Workshop to provide a larger group, experience.

Also possibly some outside leadership in this Jurd. from areas that have had more experience.

In regard to our Jan. meeting. Enclosed is material in regard to the Hampshire House where we will be meeting. I shall be happy to get out a detail mailing and reply card when you know the exact time of meeting. It makes little difference to me if we meet from Mon. early or start at noon. I will need to know the time of arrival so we can arrange rooms for Sunday night and to meet persons at the Airport. We will hold our meetings right at the Hotel. If it is agreeable with the group Virginia and I would like to have them to the house for dessert after the Monday night dinner and a social visit.

I would like to either deal with d. Salary, bring etc. or f. how often does the steering committee need to meet.

See you in January here in Denver.

Sincerely,

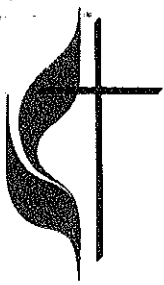
Hal 

Council on Finance
and
Administration

Executive Officer
for
Board of Pensions

Board
of
Trustees

Commission
on
Equitable Salaries



THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church
A Fellowship of the Division of the Ordained Ministry
November 17, 1976

THE STEERING COMMITTEE

James H. Womack, Chairman
Dr. Patrick Flaherty, Vice Chairman
Dr. Kenneth M. Lambert, Secretary
Rev. Ralph Fellersen, Treasurer

Rev. James D. Archer
Mrs. Patricia Brown
Dr. D. Keith Clarke
Rev. Matthew H. Gates
Rev. Harold Knudsen
Dr. Cyril Stone
Ex-Officio
Bishop Jesse R. DeWitt
Dr. Robert W. Thornburg

Reply to: 2143 Ferncliff Road
Charlotte, N.C. 28211

Dr. Robert W. Thornburg
Division Of The Ordained Ministry
P.O. Box 871
Nashville, Tennessee 37202

Dear Bob:

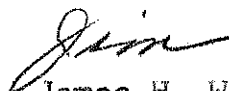
Attached are copies of the reports which I received from the other four Jurisdictional Workshops. I am quite impressed with the quality of the programs presented, and I believe it is safe to say that all of the workshops met a real need.

On the statistical side we did quite well, also. We had representatives from 55 of the ~~69~~ Annual Conferences; a total of 121 registrants. They were:

Jurisdiction:	NE	SE	NC	SC	W	Total
No. of Conferences	17	16	14	16	6	69 ⁷³
No. of Con. Repr'td.	14	14	9	14	4	55
No. Attended	26	34	18	30	13	121

Enclosed, also, is a copy of the letter which Kenneth Lambert will send to all Conference Commission Chairpersons.

Sincerely,


James H. Womack



THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church
A Fellowship of the Division of the Ordained Ministry

October 27, 1976

THE STEERING COMMITTEE

James H. Womack, Chairman
Dr. Patrick Flaherty, Vice Chairman
Dr. Kenneth M. Lambert, Secretary
Rev. Ralph Fellersen, Treasurer

Rev. James D. Archer
Mrs. Patricia Brown
Dr. D. Keith Clarke
Rev. Matthew H. Gates
Rev. Harold Knudsen
Dr. Cyril Stone

Ex-Officio

Bishop Jesse R. DeWitt
Dr. Robert W. Thornburg

Reply to: 2143 Ferncliff Road
Charlotte, N.C. 28211

TO: James D. Archer
Patrick Flaherty
Matthew Gates
Harold Knudsen
Cyril Stone

Dear Friends and Fellow Workers:

We will need to make a brief summary report to the Division Of The Ordained Ministry on the results of our Jurisdictional Workshops. I will put it together if you will, at your earliest convenience, send me a brief report on :

1. Highlights of your workshop, such as:
 - a. Programs of special interest to delegates,
 - b. Programs designed to inform on matters other than salaries.
2. Attendance Report:
 - a. Number of conferences in jurisdiction,
 - b. Number of conferences represented in workshop,
 - c. Total number of delegates attending.
3. Changes, if any, that you would propose for the workshops at the beginning of the next quadrennium.

Your cooperation in furnishing this information will be greatly appreciated.

Looking forward to seeing each of you in January, I am,

Sincerely yours,

James H. Womack

FIRST UNITED METHODIST CHURCH .221 EAST BROADWAY. MONMOUTH, ILLINOIS 61462

October 29, 1976

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

Dear Jim:

I am trying to reply to your letter as quickly as possible, so that you will have the necessary information.

1. Highlights of the North Central Jurisdictional Workshop.
 - a. Enclosed you will find a copy of the agenda, and some of the material we used in the effort.
 - b. The open discussion times were the most fruitful parts of the 24 hour period. There was a real feeling of cooperation, desire and willingness to learn.
 - c. For me the highlight came following my presentation of the dream and vision potential within the confines of the CES, when the members of the workshop began to examine and reach out to new worlds and thoughts. Their response was the highlight.
 - d. The program of most interest was the discussion, line by line, of the 1976 Discipline, and the implications and ramifications of each phase of the legislation.
 - e. The program outside of the area of salaries that seemed to be of most interest was the discussion of housing for retired; and alternative housing plans for the active conference member.
2. Attendance report.
 - a. Number of conferences in the N. C. Jurisdiction: 14.
 - b. There were 9 conferences represented.
 - c. There were 18 persons present.
3. The only change that I would suggest at this time would have to do with the amount of material prepared and distributed to the members of the workshop, prior to their coming. This should be more extensive. Of course, we had very little time and energy for this effort this time, and perhaps were unaware of the areas of need. I would suggest that we prepare a manual for C.E.S. persons for national distribution, including an area in the back for each Jurisdiction to have its own particular emphasis, and a final area for each Conference.

TELEPHONE: 309-734-4529



FIRST UNITED METHODIST CHURCH .221 EAST BROADWAY • MONMOUTH, ILLINOIS 61462

James H. Womack

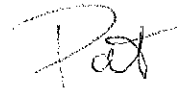
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October 29, 1976

At the conclusion of the meeting it was moved and accepted by everyone present to meet again in 1978, for follow-up and collection of reports and projects. Our group responded positively with letters and phone calls after our return home.

I felt very good about our workshop, and I believe that it was a real help to those who attended. I am looking forward to sharing in more detail in January.

In Christ,



Pat Flaherty

PFF/ms

TELEPHONE: 309-734-4529

September 29, 1976
221 East Broadway
Monmouth, Illinois 61462

National Consultation on Equitable Salaries
North Central Jurisdiction Workshop
October 13-14, 1976
Garrett-Evangelical Seminary
Evanston, Illinois

To: Commission on Equitable Salaries Persons

I am happy to report that the response to my first letter of invitation has been very good. At the writing of this letter seven annual conferences are sending delegates, and there are several more who are still trying to arrange for representation.

We will begin on October 13, with registration at 1:00 p.m., and with the opening session at 2:00 p.m. It is our hope to work through the evening and conclude the sessions by lunch on October 14. In this way you should be able to limit your time away from other responsibilities to two days.

The agenda will deal with the four major areas of concern, as set forth by the National Consultation:

1. Legislation
2. Relationships
3. Guidelines
4. Mechanics

We will also provide a period of time for open discussion and sharing. We would appreciate it if you would bring copies of your annual conference reports and decisions; and any other material that you think we could all benefit from having. Also bring a copy of the 1976 Discipline; and all your questions.

Let me remind you of the financial arrangements mentioned in the first letter. The N.C.E.S. is a fellowship within the Division of the Ordained Ministry of the United Methodist Church, and they are providing the funds for travel for two persons from each conference. This will be tabulated at the meeting and sent to Nashville. The cost of the room will be \$8.00 and the meals will be purchased at the cafeteria. These costs are to be underwritten by each annual conference. I have to guarantee so many persons at meals in the cafeteria in order for any of us to eat there, so I would appreciate your cooperation.

The other member of the team is Mrs. Pat Brown from Roseville, Michigan, who is also a member of the National Consultation. She will be leading two of the workshop discussions. Bishop DeWitt of the Wisconsin area is our Episcopal representative, but his schedule will not permit him to join us at this time.

If you have any further questions, please feel free to write me or call at any time. I will look forward to seeing you October 13.

In Christ,

Patrick Flaherty
Vice-President, National Consultation on Equitable Salaries

NATIONAL CONSULTATION ON EQUITABLE SALARIES

Northcentral Jurisdiction Workshop

Proposed Agenda

October 13, 1976

- 1:00 P.M. Registration and Room Assignments
- 2:00 P.M. Opening Session Devotions
- Goals, Purposes, Objective.
History and Philosophy of N.C.E.S.
- 2:45 P.M. Break
- 3:00 P.M. Legislation (Flaherty)
- 4:00 P.M. Break
- 4:30 P.M. Sharing of Conference Reports and Procedures
- 5:30 P.M. Supper
- 7:00 P.M. Relationships (Brown)
- 8:00 P.M. Break
- 8:30 P.M. Guidelines (Flaherty)

October 14, 1976

- 8:00 A.M. Breakfast
- 9:00 A.M. Mechanics (Brown)
- 10:00 A.M. Break
- 10:30 A.M. Final Discussion and Questions
Planning for 1977-80
- 12:00 Noon Lunch--then Departure.

LEGISLATION

National Consultation on Equitable Salaries

Northcentral Jurisdiction Workshop

This area of concern is perhaps the most fruitful and the most demanding for the Commission on Equitable Salaries in any annual conference. There are several very important areas of concern which can contribute to a meaningful C.E.S. program. In several areas this will require vision and foresight.

It should be noted that several petitions were submitted as a result of the N.C.E.S. workshops in Kansas City last September, and at least some of them seemed to have made a difference in the new legislation. The legislation reflects an attitude by the committee in Portland, which was much more oriented to financial control, still persuaded that Equitable Salaries really means minimum salary, and all that really changed was the name. Thus, the resulting legislation reflects a concern over minimum much more so than any equitability factors. There are ways in which we can deal creatively with missional support and outreach, and ways in which we can achieve a more equitable nature in our support system.

An item by item discussion of the new legislation will be in order, but first of all, let us take a moment to look at one major deletion. Paragraph 893, The Basic Salary Plan, was eliminated from the 1976 Discipline, a fact we had concluded was necessary during our N.C.E.S. workshop in Kansas City. A recent ruling of the Judicial Council is instructive to all our programs, stating that we must stand within the Disciplinary guidelines for support without subtly instituting a basic salary plan. However, it may just be well within the legislative confines of our C.E.S. work to bring about a more balanced and equitable plan of our own making.

<u>1972</u>	<u>1976</u>
892.1 (eliminated) Purpose	934.1 Composition of CES
.. .2 Sentence 1, removed; Sentence 2 and following retained.	934.2 Same, beginning with Sentence 2; except to change Equitable to minimum.
892.3 Same (Equit. to Min.)	934.3 Same
892.4 Same (Equit. to Min.)	934.4 Same
892.5 Same (Equit. to Min.)	934.5 Same
892.6 Repeated (Equit. to Min.)	934.6 New
892.7 Repeated	934.7 Same as 892.6
	934.8 Same as 892.7
	934.9 New (missional)
	934.10 New (Equitable range)

One of the most obvious facts is the attempt to remove from the new legislation the concept of equitability, yet retain the title, and then add a provision for broader equitability as nearly an afterthought.

Herein we have a wide range of potential, and only our own efforts and ingenuity will determine what can be achieved.

RELATIONSHIPS OF EQUITABLE SALARIES TO OTHER CONFERENCE AGENCIES

1. The Annual Conference
 - a. ES presents the recommended base salary amounts for the coming year.
 - b. Interprets ES operation to the Annual Conference.
2. Council on Finance and Administration
 - a. ES presents its 12-month (Jan-Dec) budget requests at the (Feb) annual hearing.
 - b. Interprets ES program to CF&A
(i.e. What information we have available, etc.)
3. Cabinet
 - a. ES receives and processes requests for salary supplement after the cabinet has approved each request.
 - b. Meets in December with cabinet to evaluate and justify providing ES funds for each charge requesting them.
 - c. Each D.S. is responsible for coordinating and reporting all sources of the support package for each ES charge.
4. Council of Professional Ministry and Support
The Council serves chiefly as an arena for discussion and coordination of all matters which pertain to the professional ministry. Its functions are:
 - a. To be aware of all plans and programs that serve the professional ministry of the Annual Conference.
 - b. To enter into dialogue with the several Boards represented on the Council concerning projections of plans directly affecting the professional clergy.
 - c. To receive functions which may be assigned to it by any of the Boards and /or their Divisions or by the Annual Conference.

The Detroit Conference CPM&S includes:

Board of Ministry
Board of Pensions
Board of Equitable Salaries & Sustentation
Board of Moving Expense
Board of Insurance
Board of Endowment

(Not all conferences have this structure, but these agencies are inter-related both in service to the clergy, and in the budgetary ways each one affects the others.)

5. Stewardship Section
ES is part of the whole Conference spending picture. The Stewardship Section needs to know this whole spending picture in order to be able to encourage more generous giving by local church members, and more faithful support of the Conference budget by congregations.

GUIDELINES

I. Define Equitability

- A. Definition as accepted by National Consultation:
- B. Relate this definition into criteria for your Conference.
- C. Relate Equitability to 1976 Section 10 of General Conference legislation.
- D. Relate definition into standards and standing rules to determine program of Equitable Salaries for your Conference program.

II. Define Eligibility

- A. To assure a minimal base salary
 - 1. A Charge's inability to pay adequate for a Pastor to live.
- B. What is the Stewardship Program developed in the Charge?
 - 1. Every member visitation
 - 2. What "other" resources available
 - a. District Mission Money
 - b. Other sources - such as Foundations - Trusts
- C. Determine who should apply
 - 1. Pastor
 - 2. District Superintendent
 - 3. Local Church
 - 4. All
- D. Urge a program of Education - Evangelism, etc. which would help Charge to become self-supporting.
 - 1. Unless Charge works to remove itself from Continuing Support, eligibility is questioned.
 - a. Needs to possibly link with another Charge.

III. Develop a formula for Salary Schedule--Cost of Living Index

- A. Most tie to Average Conference Salary in some way.
- B. Equitability hinges on ALL Charge salaries - Section 10 of new legislation.
- C. Tie to economy of the Conference served.
- D. Make the formula understandable.
- E. Incentive increments needs to be considered.

IV. Define Benefits

- A. Keep benefits to a professional base.
 - 1. Such as advance education.
 - 2. Children allowances foster improper incentives.
- B. Beyond travel, etc. -- Professional growth.
 - 1. Need to grow in education.
 - 2. Time for study.
 - 3. Specific Conference for education; such as lecture series, etc.
- C. Hospitalization and Medical Plans
 - 1. Those in lower income need such support more than any others.

V. Define Expenses

- A. Travel, Continuing Education, Parsonage Phone (excluding personal long-distance calls)

VI. Develop Report Systems

- A. Attempt to develop means to report all incomes from Church sources
- B. Equitable Salary Commission is a good clearing house for the reporting and correlating all sources of income directed to the Pastor
 - 1. Commission can report all incomes from Church sources
 - 2. Clear with Cabinet - Conference Treasurer, etc. to see all sources for given Pastor.
- C. Report all needs and expenses to Annual Conference (par. 862, *Book of Discipline*)

VII. Organized for Service

- A. Develop organization to work with and support the local church in need.
- B. Have a member of the Commission on Equitable Salary in each District.
- C. Alternative is to have District Committees, the chairperson making up membership of Conference Commission.
 - 1. District Committee to work in and with Local Charge to support and guide them to growth and self support.
- D. Make sure every Pastor has support.
- E. Guide ALL Pastors into a collegiality of support for each other.

GUIDELINES

Each Annual Conference Commission on Equitable Salaries should have a statement of purpose, approved by the Annual Conference, outlining its responsibility. This statement might be similar to that which follows:

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

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

An equitable salary for a minister implies remuneration commensurate with the qualifications of the minister and the demands and responsibilities required to serve a particular charge. It is obvious that some charges require the service of a minister with special talents and qualifications, and an equitable salary in such a situation may have little or no relationship to the ability of the charge to support that salary. New or rapidly changing situations might be an example of such needs.

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

The Commission on Equitable Salaries must be concerned with more than minimum salaries. It must be as much concerned that the minister of the largest and most prestigious church in the Conference receives an equitable salary as it is that the full-time minister of a small rural charge receives a fair and reasonable minimum salary.

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

The Annual Conference must also take into consideration the fact that general church legislation is still directed primarily toward the provision of *minimum* salaries. However, it does not prohibit programs that would tend to express care and concern for all ministers of the Annual Conference including those needing salary supplements.

FUNDS

The Commission should:

1. Investigate and study the need for supplemental salary support.
2. Determine costs for providing and administering such supplements.
3. Investigate and determine resources for providing such funds.
4. Consult with the Conference Council on Finance and Administration about securing such funds.
5. Recommend total costs of program to the Annual Conference for adoption.

SALARY SCALE

The Commission should determine:

1. The minimum salary level for each ministerial classification it intends to supplement.
2. The maximum amount of the supplement, if any, and the time limitation of continued supplement, if any.
3. Determine increments, if any.
 - A. Dependent children.
 - B. Multiple church charges.
 - C. Travel allowance.
 - D. Moving expenses.
 - E. Insurance premiums.
 - F. Other

SALARY SCALE (cont'd)

4. Incentives such as bonuses for charge base salary increases.
5. Differential, if any, for married and single ministers.

REQUIREMENTS AND QUALIFICATIONS

The Commission should spell out conditions that must be met in order for a minister to be eligible for the receiving of salary supplement grants. The requirements for eligibility will vary from annual conference to annual conference and only examples should be given in workshops.

SPECIAL CATEGORIES

The Commission should determine the special kinds of situations, if any, they wish to supplement over and above the minimum level established by the Annual Conference as the minimum salary. Such situations might be as follows:

1. New Church Situations
2. Cooperative or Rural Parishes
3. Inner-City Missions
4. Charges classified as "mission" charges because there is no hope of the charge ever improving its financial resources
5. Ethnic Situations

Moreover, the Commission should spell out the conditions of eligibility for the receiving of funds over and above the minimum salary level.

PROCEDURE FOR QUALIFYING

The procedure for applying for salary supplement grants will vary from annual conference to annual conference. However, examples of how this is done in varying conferences can be given in the workshops.

ADDITIONAL PROGRAMS

1. SUSTENTATION FUND. A disciplinary requirement that makes funds available to the resident bishop to give aid to ministers in emergency situations (par. 894, *Book of Discipline*).
2. APPOINTMENTS. Remind the Cabinet of its responsibility to give serious consideration to the equitable salaries program when making appointments so as to make the maximum use of supplemental funds and thereby enable the Commission to continue raising the minimum level without increasing the cost of programs (par. 892.3, *Book of Discipline*).
3. MOVING EXPENSE. Study and recommend policies that enable ministers to move from one appointment to another without undue cost to themselves.
4. DISTRICT WORKSHOPS. Plan for and lead workshops for key leaders of charges receiving supplements. This can be an excellent way to get the program across at the grassroots level and at the same time receive information from those persons involved as to how the program might be improved.
5. TREND INFORMATION. The Commission needs to keep abreast of trends concerning total salaries within the annual conference, other denominations, cost of living, variables in such things as utilities, etc. These trends should be made available to charge Pastor-Parish Relations Committees as they develop.
6. LONG RANGE PLANNING. The Commission should be just as concerned about future costs, meeting of goals, and the directions the total program is moving for the future as it is in meeting current programs and minimum scales.
7. COMMISSION OPERATION. Commissions should take the time to acquaint every commission member with their goals, objectives and programs. Plans should be made wisely and carefully administered. Moreover, the Commission should be keenly aware of the fact that no program can be administered effectively without the cooperation of the Cabinet, the Council on Finance and Administration, the Conference Council on Ministries, the Board of Ministry and the lay leadership of both the conference and the charges.
8. OTHER PROGRAMS. There is no intention that all programs within every conference be identical to every other. There will always be situations and circumstances peculiar to some areas of the church. Therefore, Commissions should be encouraged to pioneer, if necessary, in new areas, and who knows, it just might be that such action might benefit the whole or at least provide incentive to other Commissions to move out into unplowed ground.

National Consultation On Equitable Salaries

North Central Jurisdiction Workshop

MECHANICS OF OPERATING A COMMISSION ON EQUITABLE SALARIES

1. Work to see that Nominating Committee selects qualified people who are interested in the work of the Commission.
2. Disciplinary directives to the commission.
 - A. 1972 Discipline paragraphs 892, 894.
 - B. 1976 Discipline (tentatively) paragraphs 934, 935.
3. Tasks of the Commission
 - A. Create supportive and cooperative feeling among Commission members.
 - B. Develop close liaison with Bishop and Cabinet.
 - C. Set realistic salaries that Ministers and Cabinet will accept, and budget amounts that Conference will support.
 - D. Foster workshops on stewardship, emphasizing the Charge's prime responsibility for minister's salary.
 - E. Encourage Charges that are above equitable (minimum) support.
4. Mechanics for processing applications, and for disbursing funds.
 - A. Pastor, Charge, and District Superintendent are involved in decision to apply for supplemental funds.
 - B. ES receives and processes requests for salary supplement after the Cabinet has approved each request.
 - C. ES meets in December with Cabinet to evaluate and justify providing ES funds for each Charge requesting them for the coming year.
 - D. ES knows all sources of the support package for each ES Charge, as reported by each D.S. who is responsible for coordinating and reporting these sources.
 - E. ES approves or disapproves each application.
 - F. Disbursement of funds by Conference Treasurer VS by Commission Treasurer: Comparative costs and advantages.

5. Maintenance of proper equitable salary levels.
 - A. Salaries equitable to Minister, AND to Conference.
 - B. Guidelines for research.
 - (1) The need and experience of the person on ES and what constitutes a just response.
 - (2) Implications of the cost of living index.
 - (3) Comparative professional compensation.
 - (4) Continent effects within the Conference.
 - (5) Ability of local church to meet the need.
 - (6) Available funding for Equitable Salary support.
6. Continually encourage ES Charges to increase their support of pastor.
7. Reporting to Annual Conference
 - A. Realistic policies and guidelines for operation.
 - B. Openness and clarity in reporting.
8. Maintain good relations with all boards and agencies with which you work - firm but cooperative.



THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church
A Fellowship of the Division of the Ordained Ministry
November 19, 1976

THE STEERING COMMITTEE

James H. Womack, Chairman
Dr. Patrick Flaherty, Vice Chairman
Dr. Kenneth M. Lambert, Secretary
Rev. Ralph Fellersen, Treasurer

Reply to: 2143 Ferncliff Road
Charlotte, N.C. 28211

Rev. James D. Archer
Mrs. Patricia Brown
Dr. D. Keith Clarke
Rev. Matthew H. Gates
Rev. Harold Knudsen
Dr. Cyril Stone
Ex-Officio
Bishop Jesse R. DeWitt
Dr. Robert W. Thornburg

TO: MEMBERS OF STEERING COMMITTEE

RE: MEETING - DENVER, COLORADO
HAMPSHIRE HOUSE HOTEL
9:00 A.M., JANUARY 10, 1977

THEME: FUTURE DIRECTIONS FOR THE CONSULTATION

My thanks to all of you for re-arranging your schedules so that we may have a starting time of 9:00 A.M. on January 10th.

Hal Knudsen, "Our Man in Denver", has suggested that it would be more convenient for us if we have our rooms and our meetings at the same location. Hence, the shift to the Hampshire House. You will be hearing from him real soon about the plans he is making for us; he will also be wanting from you some specific information on arrival time, room requirements, etc. Please handle this directly with him.

This meeting will follow our usual style of free and open discussion on all matters, but I thought we could gain overall if each one had a specific subject on which to do some advance preparation. These requests are as follows:

1. Functioning Effectively Beyond Minimum Level: Cyril Stone
2. Working Effectively With General Staff: Keith Clarke
3. Reducing Minimum Salary Requests, Numbers and Amount: James A Archer
4. Defining A truly Equitable Salary: Matthew Gates
5. Housing For Ministers: Patrick Flaherty
6. Workshops, And How To Improve Them: Patricia Brown

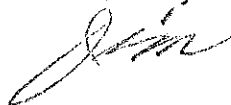
TO: MEMBERS OF STEERING COMMITTEE

7. Planning For 1979 Consultation: Kenneth Lambert
8. Proper Functions Of Steering Committee: Ralph Fellersen
9. Should All Financial Support Groups for Ministers Be Put Into One Board?: Harold Knudsen
10. Structure Recommendations: James Womack

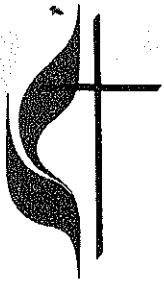
Adjournment will be not later than 4:00 P.M. on January 11 th.

It is with joyful anticipation that I look forward to seeing each one of you in Denver. May each of you and yours have a joyful, and a Holy Christmas Season.

Peace,



James H. Womack



THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church
A Fellowship of the Division of the Ordained Ministry

THE STEERING COMMITTEE

James H. Womack, Chairman
Dr. Patrick Flaherty, Vice Chairman
Dr. Kenneth M. Lambert, Secretary
Rev. Ralph Fellersen, Treasurer

Rev. James D. Archer
Mrs. Patricia Brown
Dr. D. Keith Clarke
Rev. Matthew H. Gates
Rev. Harold Knudsen
Dr. Cyril Stone

Ex-Officio
Bishop Jesse R. DeWitt
Dr. Robert W. Thornburg

Reply to:

November 29, 1976

2143 Ferncliff Road
Charlotte, N.C. 28211

TO: CHAIRPERSONS, CONFERENCE COMMISSIONS
EQUITABLE SALARIES

FROM: JAMES H. WOMACK, CHAIRMAN

Dear Fellow Workers:

As you know, the 1976 General Conference voted a sum of money to be used for the Ethnic Minority Missional Priority Program. A portion of this fund presumably is to be used for salary from the National Division to support for Action Ministries, the money going through the appropriate Conference agency on the basis of recommendations and proposals by the Conference.

We have just learned that during the first week in December the National Division of the Board of Global Ministries plans to hold a period of briefing with Annual Conference representatives to discuss and review the program of Support for Action Ministries, the salary support item.

It is planned that two representatives from each Annual Conference will be selected by the Bishop for the briefing, and we feel that it is important for the Commissions On Equitable Salaries to be represented. We suggest, therefore, that you contact your Bishop and inform him of your interest in this program, and suggest to him that a representative from the commission be included.

In some Conferences, the representatives to the briefing may already have been appointed. In such cases, you should ask to be included in the planning of the recommendations and proposals that are submitted within your Conference. (See item 9, Paragraph 934 of the 1976 Discipline. This item refers to Equitable Salary funds only, but it was written without the expectation of having any outside funds available.) We suggest that you act immediately in getting your thoughts to the attention of your Bishop. Even if it is too late for you to be included in the briefing, the early contact with the Bishop will greatly increase the likelihood of your being brought on board in the planning of all of the projects where salary funds are involved.

BOARD OF HIGHER EDUCATION AND MINISTRY
THE UNITED METHODIST CHURCH

Associate General Secretary
Robert Watts Thornburg

Directors

Robert L. Davis
Douglass E. Fitch
Lucy Hansard
Doris M. Jones

DIVISION OF THE ORDAINED MINISTRY

1001 Nineteenth Avenue, South/P.O. Box 8711/Nashville, Tennessee 37202/Phone (615) 327-2700

November 17, 1976

The Rev. Dr. Randolph Nugent
Associate General Secretary
Board of Global Ministries
475 Riverside Drive - 3rd Floor
New York, NY 10027

Dear Randy:

Thanks for including a copy of your letter to Ned Dewire relating to the aspect of the Ethnic Minority Missional priority relating to salary supplementation. As you have heard from Brother Womack, the annual conferences committee on equitable salary have concern and a good bit of machinery to assist in this project and I think can be of immense value. I have suggested to Mr. Womack that on receipt of your letter, they have open access to the bishop as far as nominations to your December meetings so that the ball is really in their court.

Thank you so much for our time together in discussing contextual education and the relation of our divisions in relation to parish development and seminary internships. I think this could be very fruitful. As you know, Peter and I have a time set the first week in December to nail some of these down. Thanks again for your kindness.

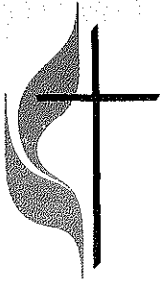
Very sincerely,



Robert Watts Thornburg

RWT:rmw

Copy: Bishop Jesse R. DeWitt
Norman E. Dewire
Julian Lindsey
J. Womack



Thomasville District
WESTERN NORTH CAROLINA CONFERENCE
THE UNITED METHODIST CHURCH

11 Mock Street
P. O. Box 126
THOMASVILLE, NORTH CAROLINA 27360

November 15, 1976

Telephone
1 (919) 476-7104

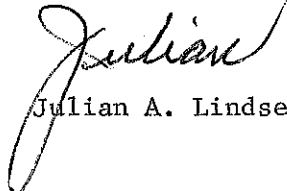
Mr. James Womack
2143 Ferncliff Road
Charlotte, N. C. 28211

Dear Jim:

The letter received this morning, sent to Ned Dewire, by Randy Nugent seems to pretty well get the matter before the proper people for the sensible handling of the supplemental monies that will become available in time.

We can discuss this at the forthcoming meeting in Charlotte. If you want me to work further with you on this I shall be glad to do so. You note that the persons selected for consultation will be designated by Bishop Allen. It might be well to initiate this with him so we can have persons who are knowledgeable about the entire matter. Certainly, you should be involved.

Cordially,


Julian A. Lindsey

JAL/lo

Board of Global Ministries
The United Methodist Church

475 Riverside Drive, New York, N.Y. 10027. (212) 678-6161.
Cable: missions new york

8 November 1976

Mr. Norman E. Dewire, General Secretary
General Council on Ministries
601 West Riverview Avenue
Dayton, Ohio 45406

Dear Ned:

Thank you for sending me the letter of October 29, 1976 with the concern of Mr. Womack with reference to the Salary Supplement portion of the Ethnic Minority Missional priority. I can appreciate the expression of Mr. Womack with reference to the need to know.

On matters of Salary Supplement, it is the National Division policy to work with the Annual Conference and its designated persons. Funding from the National Division with reference to Support for Action Ministries (our basic Salary Support item) is made to the appropriate Conference agency on the basis of recommendations and proposals by the Conference.

It may be of some further assistance to all involved if they were informed that during the first week in December the National Division plans to hold a period of briefing with Annual Conference representatives selected by the Bishop in order to discuss and review this matter and others related to it insofar as National Division responsibilities are concerned.

The proposal for briefing calls for two persons from each Annual Conference as determined by the Bishop. In this regard, the Conference input may be sought and shall be heard.

Should there be some aspect of the concern which was expressed in Mr. Womack's letter to Mr. Linsey which I did not understand, please let me know.

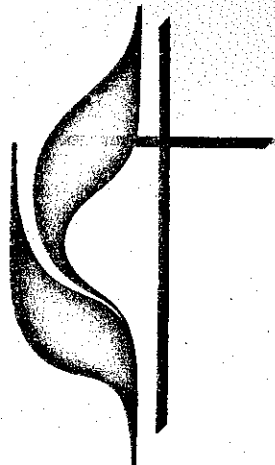
Sincerely,

Randy

Randolph Nugent
Associate General Secretary

RN/bk

cc: J. Lindsey/J.Womack/Bishop DeWitt/L. Miller/R.Thornburg
National Division, Third Floor



general council on ministries
OF THE UNITED METHODIST CHURCH

601 W. Riverview Avenue, Dayton, Ohio 45406

Telephone 513/222-2531

October 29, 1976

Dr. Randolph Nugent
National Division
United Methodist Board of Global Ministries
475 Riverside Drive, Room 300
New York, New York 10027

Dear Randy:

Re: Ethnic Minority Local Church Priority

Enclosed is a letter from James Womack of The National Consultation on Equitable Salaries addressed to Julian Lindsey, who is the Thomasville District Superintendent in the Western North Carolina Conference. Julian has been a member of the General Council on Ministries in the previous quadrennium and is being proposed for membership in the new quadrennium as well.

Jim Womack raises a concern that the salary supplement portion of the Ethnic Minority Missional Priority Fund be distributed in such way that the Annual Conference agencies are aware of salary supplement funds.

I notice that Bishop DeWitt is an ex officio member of The National Consultation on Equitable Salaries. That is helpful since he is also President of the National Division, and the National Division is the unit of the Board of Global Ministries that has been assigned the responsibility to handle and disburse the salary supplement funds.

Please, therefore, have your staff be aware of the need for full information to be shared with the appropriate agencies of each Annual Conference as you begin to think through the delivery process for salary supplement funds.

Peace,

Norman E. Dewire
General Secretary

NED:SS

Copy to: Julian Lindsey w/Enc
James H. Womack w/Enc
Bishop Jesse R. DeWitt w/Enc
Leonard Miller w/Enc

Enclosure: Letter from James H. Womack

October 20, 1976

Dr. Ned Dewire
The General Council on Ministries
601 West Riverview Avenue
Dayton, Ohio 45406

Dear Ned:

I wanted you to have a copy of my letter in appreciation to Ezra. He did a very excellent job for us on Sunday.

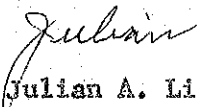
He is very happy in Dayton and pleased with the staff relationships. I am sure you know this, but there is no harm in having it confirmed in other ways.

Ned, I am sending a letter received today from Jim Womack, general chairman of the National Consultation on Equitable Salaries. It is self explanatory. Ezra and I talked some about the methods to be used in allocating funds for the Ethnic Empowerment Fund at the Local Church Level. He tells me that you are very aware of the necessity of the GCOM dealing with this in November. This is good, because unfortunate handling of this could cause very unfortunate results to the effort throughout the quadrennium.

We can talk about this in Dayton next month, but I am very sure that GCOM must be very alert to see that guidelines are drawn and observed where the use of these funds is concerned.

With best wishes at this very busy time for you, I am,

Cordially,


Julian A. Lindsey

JAL/10
Enclosure
CC: Mr. James Womack

Dear Jim:

You are quite right in your concern of the method of payment of funds. I have written to Ned Dewire, as you note, and I am sure the GCOM will do something about this in November. Thanks for calling this to our attention.

Cordially,

JAL

October 18, 1976

2143 Ferncliff Road
Charlotte, N.C. 28211

Dr. Julian A. Lindsey
11 Mock Street
Thomasville, North Carolina 27360

Dear Julian:

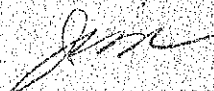
A short discussion on the method of payment of the so-called Ethnic Minority Fund took place at one of the "open" sessions of the SEJ Workshop On Equitable Salaries last week in Atlanta.

Expressions of real concern were voiced over the possibility that the salary supplements might by-pass the Annual Conference agencies, and go directly to the recipients. It was reported that this happened during one of our military conflicts, sometimes without the knowledge of the District Superintendent, and some rather chaotic ^{situations} developed at appointment time.

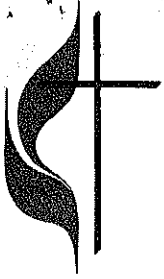
I have not seen the legislation on this matter, but I would assume that the General Council On Ministries would have a direct responsibility in the way the funds are allocated and disbursed. If such is the case, I am sure that the matter is probably in good hands as you would be aware of the problems that might develop, and would use your influence to see that they were properly handled. Certainly, they should be handled in such a way that all Annual Conference people involved in salary matters would be fully informed in what was being done.

Your cooperation in handling this for the over-all interests of the consultation will be greatly appreciated.

Yours sincerely,



James H. Womack



THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church
A Fellowship of the Division of the Ordained Ministry

October 18, 1976

THE STEERING COMMITTEE

James H. Womack, Chairman
Dr. Patrick Flaherty, Vice Chairman
Dr. Kenneth M. Lambert, Secretary
Rev. Ralph Fellersen, Treasurer

Rev. James D. Archer
Mrs. Patricia Brown
Dr. D. Keith Clarke
Rev. Matthew H. Gates
Rev. Harold Knudsen
Dr. Cyril Stone

Ex-Officio
Bishop Jesse R. DeWitt
Dr. Robert W. Thornburg

Reply to: 2143 Ferncliff Road
Charlotte, N.C. 28211

Dr. Ray F. Swink, Secretary
Charlotte Area Cabinet
The United Methodist Church
276 North 4th. Street
Albemarle, North Carolina 28001

Dear Ray:


The SBJ Workshop On Equitable Salaries was held last week in Atlanta.

During one of the "open" sessions, a brief discussion developed about the special appropriation voted by the General Conference for use by the Board Of Global Ministries- the so-called Ethnic Minority Fund. Concern was expressed about the use of that portion of the fund which was to be used for the supplementation of salaries, and the hope was expressed that supplemental salary payments would not be sent directly to the recipient from one of the national boards, but would instead be channeled through the appropriate Annual Conference Agency. According to the discussion, salaries were supplemented in this manner during World War II, or the Korean War, sometimes without the knowledge of the District Superintendent, and some rather chaotic conditions developed.

I have not seen the legislation regarding the use of this money, and I am, therefore, not in a position to make a specific recommendation regarding its use. I can see that it might become disruptive if regular conferences agencies are bypassed, and I would hope that this method of distribution could be avoided.

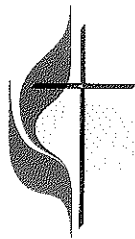
It will be appreciated if you would share this concern to the Bishop and the other Cabinet Members at your next meeting.

Sincerely,


James H. Womack

BCC; Dr. W.O.Weldon

— An Organization for Commission on Equitable Salaries Personnel —



THE UNITED METHODIST CHURCH

GENERAL COUNCIL ON FINANCE AND ADMINISTRATION

EWING T. WAYLAND, *General Secretary and Treasurer*

1200 DAVIS ST., EVANSTON, ILL. 60201 TEL. (312) 869-3345

December 21, 1976

The Rev. James D. Archer
702 Edgewood St., SW
Decatur, Alabama 35601

Dear Mr. Archer:

You may remember that I met briefly with the Steering Committee of your National Consultation on Equitable Salaries at a meeting in Nashville earlier this year. At that time the committee shared with me some of its concerns about the reporting of ministerial support on the Local Church Report form and other official report blanks of the church.

When the Committee on Official Forms and Records met a few days later, I shared with them the suggestions your group had made. For a variety of reasons they were unwilling to go as far as your group wished in classifying utilities and other budgeted benefits as ministerial compensation or in classifying travel and other reimbursed expenses separately from ministerial support.

A variety of reasons for their hesitancy on this emerged in the discussion. One of the main arguments seemed to be substantive and another procedural. The substantive objection related specifically to classifying parsonage utilities as ministerial compensation. The reason given for this was that in most cases pastors have no control over the size or quality of construction of the parsonage in which they live. Therefore, the utilities for a large parsonage which is poorly constructed may run several times those of a smaller better constructed parsonage even though the ministers' family and comfort requirements are the same. This would be particularly true in the cold weather areas of the nation. The committee argued that it would be misleading to use the amount paid for utilities in these two situations as a basis of comparison for the compensation being paid the two ministers.

The procedural argument was that the Committee on Official Forms and Records is basically not a policy-making group. Its task is to supervise the preparation of report blanks which reflect policy established by other processes in the church. The committee members felt that at such time as a clear policy emerges on what constitutes ministerial support and compensation they would be happy to prepare the forms in a way that would reflect that policy. In the meantime, they did take one action which I think moves a small step in the direction you are seeking. It was agreed that on the Local Church Report

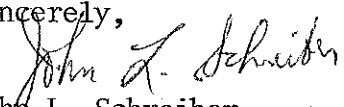
The Rev. James D. Archer
Decatur, Al.

December 21, 1976

form and other forms where ministers' salaries and expenses were reported the "Utilities and other cash allowances" item would be placed immediately after the salary item, with the travel expense item following. This simply reverses the present relationship of those two items, but it does place utilities and other cash allowances in a closer connection with salary.

Best wishes in your work.

Sincerely,


John L. Schreiber
Assistant General Secretary

jls:st

cc: Dr. Robert W. Thornburg

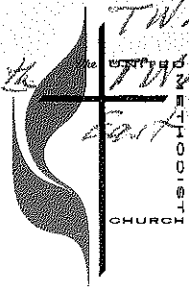
Jan 9th

Eastern Flt 218 12:20 PM to Chicago at 10:40 AM.

TWA Flt 121 2:35 " to Denver at 4:00 PM,

Jan 12th TWA Flt 278 10:00 AM to Chicago at 10:09 PM

East Flt 217 2:45 PM to Charlotte at 5:20 PM.



ROCKY MOUNTAIN CONFERENCE
of the
UNITED METHODIST CHURCH

2200 South University Boulevard
Denver, Colorado 80210
PHONE (303) 733-3736

Harold C. Knudsen
Treasurer

November 30, 1976

TO: MEMBERS OF STEERING COMMITTEE
National Consultation on Equitable Salaries

FROM: Host Member

IN REGARD TO: January 10-11, 1977 Meeting

Place: Hampshire House Hotel - 1000 Grant St., Denver, Colorado 80203
303/837-1200
(All meetings and housing will be here.)

Time: Beginning 9:00 a.m., Monday the 10th to Tuesday sometime.

Rooms: Have arranged for rooms for Sunday, Monday and Tuesday, if needed.
Please return the enclosed card so reservations can be made to
meet your needs.

Meals: There is a dining room in the hotel. Present plans include the
group eating together one evening at one of Denver's famous
restaurants and a social period following at the home of Virginia
and Hal Knudsen.

Transportation from Airport: If you will let me know your arrival time,
flight and airline, I will arrange to meet you and take you to
the hotel. Otherwise you will need to use a cab or limousine.

I am looking forward to hosting you here in Denver.

Sincerely,

Hal Knudsen

bjm
Encl.

Reservation card mailed 12/4/76

Council on Finance
and
Administration

Executive Officer
for
Board of Pensions

Board
of
Trustees

Commission
on
Equitable Salaries

1974 Actual + 20%
 (does not include ad. supplements)

AVERAGE SALARIES CALCULATED
 1976

JURISDICTION	AVERAGE	CONFERENCE
N.C.	\$12,745	Central Illinois
N.C.	12,118	Northern Illinois
S.C.	12,107	New Mexico
N.C.	12,102	Detroit
N.E.	12,088	Northern New Jersey
N.C.	12,084	Minnesota
S.E.	12,066	South Carolina
N.C.	12,039	Southern Illinois
N.C.	12,015	West Michigan
W.	11,872	S. Cal.-Arizona
S.E.	11,794	Florida
S.C.	11,498	Central Texas
N.E.	11,462	New York
S.C.	11,442	North Texas
S.E.	11,439	Holston
S.E.	11,414	Tennessee
W.	11,408	Rocky Mountain
N.C.	11,369	North Indiana
S.C.	11,342	Kansas West
N.C.	11,335	Wisconsin
N.E.	11,324	Peninsula
S.C.	11,319	Kansas East
S.E.	11,238	South Georgia
S.E.	11,191	Western North Carolina
N.E.	11,165	Southern New Jersey
S.E.	11,118	North Carolina
N.C.	11,110	South Dakota
N.E.	11,067	Central New York
S.C.	11,060	Nebraska
N.C.	11,035	West Ohio
N.E.	11,030	Baltimore
N.C.	11,023	Iowa
S.E.	10,992	Virginia
N.E.	10,977	Eastern Pennsylvania
S.C.	10,910	Texas
N.C.	10,896	East Ohio
S.C.	10,865	Oklahoma
W.	10,833	Calif.-Nevada
N.E.	10,767	Troy
N.E.	10,751	Western Pennsylvania
S.C.	10,741	Missouri East
S.C.	10,732	Southwest Texas
S.E.	10,661	North Alabama

JURISDICTION	AVERAGE	CONFERENCE
N.C.	\$10,644	South Indiana
S.E.	10,616	North Georgia
W.	10,585	Pacific Northwest
N.E.	10,580	Western New York
S.C.	10,491	Northwest Texas
N.E.	10,468	West Virginia
N.E.	10,433	Southern New England
S.C.	10,416	Louisiana
S.C.	10,371	Missouri West
S.E.	10,235	Mississippi
S.E.	10,220	Louisville
S.E.	10,198	Ala.-West Florida
S.C.	10,114	Little Rock
N.E.	10,109	Central Pennsylvania
W.	10,056	Oregon Idaho
N.E.	9,878	New Hampshire
S.E.	9,868	Memphis
S.E.	9,871	North Mississippi
N.E.	9,849	Wyoming
N.C.	9,764	North Dakota
N.E.	9,703	Northern New York
W.	9,612	Yellowstone
N.E.	9,432	Maine
S.E.	9,365	Kentucky
S.C.	9,338	North Arkansas

1976 NACBA SALARY SURVEY - PART I - CHURCH BUSINESS ADMINISTRATORS

WESTERN STATES (Full Time)

State	Membership of Church	Oper. Budget 000's	1976 CBA Base Salary	Supp. & Fringes	Expense Allowance	Total CBA Compensation	1977 (Estimate)	Church Pays Dues	NACBA Conference	CBA Age	Years CBA Experience		FCBA	Member of This Church Before		
											Total	This Job		Yes	No	
HI	450	560	20,000	1,980	720	22,700		X		44	8	2				X
CO	3,475	724	17,000	3,110	600	21,535	22,500	X	X	55	14	1	X			X
CA	1,400	197	16,500	2,225	400	19,125	21,000	X	X	46	6	6				X
WA	1,908	305	16,000	2,625	1,160	19,785	21,000	X	X	52	4	4	X	X		X
CA	1,749	414	15,756	3,762	850	20,368		X	X	41	2	2				
CA	1,600	488	14,816	3,375	1,200	18,191	19,260	X	X	57	4	4		X		X
CA	1,000	186	13,600	5,000		18,600		X	X	40	11	7				X
CA	1,050	288	13,700	2,192	600	16,492		X		56	6	6				X
CO	2,312	279	12,698	2,492	300	15,490	16,200	X	X	60	7	7	X	X		X
WA		77	12,000	4,662	1,500	18,162	18,162	X	Part	58	14	14	X			
CA	957	220	12,000	2,822		14,822	15,500			54		1	X			X
CO	5,800	598	11,500	1,100	4,170	16,770	17,750	X	X	52	2	2				
MT	301	90	11,500	618	3,800	15,918	16,500	X		22	1			X		X
CA		250	11,500	1,562		13,062	14,062			28	4					X
CA	2,000	350	11,000	1,840	690	13,530	13,530	X		58	12	10				X
CA	197		10,800			10,800	10,800	X		48	4	4				X
WA	1,700	339	10,780	2,210	4,360	18,550				61	16	8				X
CA	750	310	10,120	3,280	6,200	19,600	21,500	X	X	51	9	1				X
CA	1,700	480	10,112	6,000	1,800	17,912		X	X	51	15	8				X
CO	1,238	210	9,960	3,590	1,380	14,930	15,600	X	X	52	20	4	X	X		X
HI	2,125	306	9,622	1,582		11,204	11,764			40	10	10				X
CO	2,100	441	9,450	810		10,260	11,790	X		41	1	1				
WA	1,260	160	9,200	786		9,986		X		59	3	3				X
CO	950	202	9,000	380		9,380	9,680	X		60	6	6				
CO	2,800	350	8,000	2,936	1,650	12,586	14,100	X	X	44	6	6	X	X		X
AZ	1,900	390								67	2	2		X		X
HIGH	5,800	724	20,000	6,000	6,200	22,700	22,500			67	20	10				
LOW	301	77	8,000	0	0	9,380	9,680			28	1	1				
MEDIAN	1,749	305	11,500	2,210	1,380	16,492	15,600			52	6	4				
AVG	1,697	329	12,265	2,438	1,255	15,990	1,615			50	7	4				

1976 NACBA SALARY SURVEY - PART I - CHURCH BUSINESS ADMINISTRATORS

NORTH CENTRAL STATES (Full Time)

State	Membership of Church	Oper. Budget 000's	1976 CBA Base Salary	Supp. & Fringes	Expense Allowance	Total CBA Compensation	1977 (Estimate)	Church Pays Dues	NACBA Conference	CBA Age	Years CBA Experience Total	Years Experience This Job	FCBA	Member of This Church Before	Now
MO		435	29,500	6,051	2,500	38,051		X		52	30	23	FTA		
MI	5,675	545	23,674	6,524	1,800	31,998	35,500	X		47	15	15	FTA	X	
MN	3,500	525	21,480	2,040	500	24,020	25,000	X	X	59	8	8			
MN	4,200	772	20,000	1,772	1,500	23,272		X	X	57	16	3	X		X
MN	2,500	500	19,480	2,542	1,500	23,522	24,934	X	X	50	10				
MO		100	18,338	2,414	200	20,952		X		36	6	4			
MO	3,878	494	18,000					X	X	63	25	11	X		X
MI	4,000	460	17,976	4,566	400	23,042	24,000	X	X	53	11	11			X
WI	7,051	589	17,900	2,701	800	21,401	23,000	X	X	41	2	2		X	X
IN			16,828	2,434	670	19,932	21,128	X	X	43	25	4		X	X
MI	2,332		16,538	4,825	2,100	23,463	24,636	X	X	52	27	3	X		X
MI	2,550	475	16,200	2,592	1,890	20,682		X	X	54	18	5	X		X
MN	4,600	358	16,056	2,340	500	18,896		X	X	36	2	2			X
MN	1,800	225	15,662	10,794	1,500	27,956	28,800	X	X	55	15	1			X
KS	6,332	1,100	15,500	3,380	1,500	20,380	21,500	X	X	61	2	2		X	X
MO	2,000	340	15,300	920	4,100	20,320	21,500	X	X	37	1	1			
IN	3,230	422	15,000	2,954	350	18,304	19,000	X	Part	60	30	5			X
IA	6,000	385	15,000	2,707	1,000	18,707			X	42	8	8	X	X	X
IN	1,550	190	14,360	3,500	1,800	19,660	19,660	X	X	63	16	16	X		X
IA	2,000	268	14,216	3,224	720	18,160		X	X	41	8	6	X		X
NB	3,000	334	14,200	831	1,300	16,331		X	X	48	6	3	X		X
MI	300	175	14,200	1,500	420	16,128	16,128			42	6	6			X
MI	3,600	471	14,000	5,867	1,350	21,212		X	X	41	5	1	X		X
MI	1,400	220	13,000	900	1,600	15,500	16,585	X	Part	49	5	5			
MI		228	12,950	2,105	925	16,000	17,000			50	18	8	X		X
IL	3,500	321	12,906	2,400		15,306	15,306	X	Part	59	11	6	X		X
MO	1,700	145	12,750	2,260		15,010	16,000			37	6	6			X
MO	2,265	516	12,000	3,300	900	17,000	17,500	X	X	60	26	26	X		X
MO	1,000	290	12,000	1,440		13,440	14,500	X		48	1	1		X	X
MO	4,052	280	11,500	2,685		14,185	16,000	X	X	47	1				X
SD	1,800	298	10,750	2,300	1,700	14,700	15,500	X	X	30	6	3			X
WI	2,572	218	10,560	2,853		13,413		X	X	32	5	5		X	X
NB	5,400	260	10,200	597	1,500	12,297	12,297			57	20	20		X	X

1976 NACBA SALARY SURVEY - PART I - CHURCH BUSINESS ADMINISTRATORS

NORTH CENTRAL STATES (Full Time)

State	Membership of Church	Oper. Budget 000's	1976 CBA Base Salary	Supp. & Fringes	Expense Allowance	Total CBA Compensation	1977 (Estimate)	Church Dues	Pays NACBA Conference	CBA Age	Years CBA Experience		FCBA	Member of This Church	
											Total	This Job		Before	Now
KS	2,116	274	10,000		800	10,800		X	X	22	1	1			X
WI		135	9,200			9,200		X	Part	61	10	10			X
MO		218	7,020	1,155	37	8,212	8,212	X		37	3	3		X	X
MO	3,146	363	3,000	413				X		74	11	11		X	X
IN	2,450		12,486	3,005	8,022	23,508		X	Part	57	10	1			X
MO	550							X	X	59	1	1	X		
WI	2,400							X	X	48	12	12			X
HIGH	7,051	1,100	29,500	10,794	8,022	38,051	35,500			63	30	26			
LOW	300	135	7,020	0	0	8,212	8,212			30	1	1			
MEDIAN	2,572	340	14,360	2,592	1,500	19,932	19,000			50	10	5			
AVG	3,072	369	14,730	2,692	1,155	17,571	18,921			49	10	7			

1976 NACBA SALARY SURVEY - PART I - CHURCH BUSINESS ADMINISTRATORS

SOUTH CENTRAL STATES (Full Time)

State	Membership of Church	Oper. Budget 000's	1976 CBA Base Salary	Supp. & Fringes	Expense Allowance	Total CBA Compensation	1977 (Estimate)	Church Dues	Pays NACBA Conference	CBA Age	Years Experience		FCBA	Member of This Church	
											Total	This Job		Before	New
TX	1,750	347	12,461		300	12,761	12,950	X	X	45	3	3		X	X
TX	3,000	364	14,000	1,320	500	15,820	17,065	X	X	52	13	1	X		X
TX	2,673	485	12,000	1,362	2,500	15,862	16,000	X	Part	57	1	1			
TX	5,635	531	16,600	385	720	17,705		X	X	50	9	3		X	X
OK	3,370	717				17,952			Part	50	4	3	X		X
OK	2,300	723	16,720	1,935	2,640	21,295	22,295	X	X	37	10	10	X	X	X
OK	1,400	148	10,302	2,176	1,800	14,278	15,000	X	X	43	7	4		X	X
TX	3,608	860	13,940	2,219	500	16,659	17,500	X	X	32	2	2		X	X
OK	3,441	310	12,000	1,800	700	14,500	15,200	X	X	61	2	2		X	X
TX	930	210	9,930	2,070	2,000	14,000		X	X	33	9	1	X		
TX	3,084	349	6,930	1,355	3,120	11,405	13,500	X	X	40	3	3		X	X
TX	2,600	680				19,800		X	X	39	6	6			X
TX		400						X	X	55	10	10	X	X	X
TX	2,800	532	14,200	2,800	10,000	28,000	30,000	X	X	55	19	1	X		X
TX	2,342	258	8,712	600	300	9,612	10,573	X	X	67	16	16		X	X
TX	2,266	304	11,880	85	420	12,385	13,200	X	X	53	4	4			X
TX	4,580	1,029	9,600	1,665	1,250	12,515	13,750	X	X	58	11	11	X	X	X
TX	1,850	190	10,272		1,500	11,772	13,000	X	X	72	3	3		X	X
TX	791	185	10,130	1,977	1,400	13,507	14,000	X	X	38	4	4			X
TX	3,731	1,062	14,473	3,870	900	19,243	21,000	X	X	54	13	13	X		X
TX	2,500	565	15,309	2,322	300	17,932	17,932	X	X	36	2	2		X	X
AR	1,400	250	10,000	2,000	3,500	15,500	16,000		X	46	8	3			X
TX	4,200	1,026	22,600	1,849	500	24,949	26,000	X	X	47	15	15	X	X	X
OK	2,300	157	10,900	890	1,080	12,870	13,500	X	Part	45	2	2			X
TX	1,197	292	20,051	3,996	3,900	27,701		X	X	59	21	2	X		
TX	6,382	685	16,463	2,068	750	19,281	20,000	X	X	59	21	12	X		X
TX	302	48	4,488	569		5,057	5,057			61	5	5	X		X
TX	1,500	190	12,705	743	800	14,248	15,672	X	X	30	1	1			X
TX	6,400	1,351	10,634	1,531	1,800	13,965		X	X	60	5	5			X
TX	3,700	540	15,745	1,004	1,860	18,609	18,609	X	Part	55	2	2		X	X
TX	3,362	597	23,200	5,550	750	29,500		X		55	23	23			X
TX	3,550	763	15,000	2,108	900	18,008	18,900		X	52	2	2			X
HIGH	6,400	1,351	23,200	5,550	10,000	29,500	30,000			72	23	23			
LOW	302	48	4,488	0	0	5,057	5,057			30	1	1			
MEDIAN	2,673	485	12,000	1,800	900	15,820	16,000			53	5	3			
AVG	2,869	515	13,146	1,733	1,610	16,667	16,587			50	8	6			

1976 NACBA SALARY SURVEY - PART I - CHURCH BUSINESS ADMINISTRATORS

NORTHEASTERN STATES (Full Time)

State	Membership of Church	Oper. Budget 000's	1976 CBA Base Salary	Supp. & Fringes	Expense Allowance	Total CBA Compensation	1977 (Estimate)	Church Pays Dues	NACBA Conference	CBA Age	Years Experience		FCBA	Member of This Church		
											Total	This Job		Before	No.	
DE	839	118	9,524	3,505	4,490	17,512	18,500	X	X	63	10	10			X	
DE	1,496	252	13,950	1,488	950	16,388		X	X	61	8	2	X			
DE	1,400	389	16,500	800		17,300	18,000	X	X	64	15	15				
DE	1,927	385	16,020	3,736	350	20,106	22,000	X	X	55	11	11				
DE	2,300	270	6,700	392	100	7,192	7,192	X		72	6	6				
NY		982	34,000	9,370	5,000	48,370	49,000	X		53	26	26	FTA	X	X	X
OH	2,403	272	17,280	2,073	1,800	21,153	22,533	X	X	43	8	8	X	X	X	X
CT	2,244	313	15,600	432	50	16,082	16,600	X		49	5	5				
NY	1,429	215	7,500	1,870	200	9,570	10,500	X		49	7	7		X	X	X
NJ	650	70	7,000			7,000	7,000	X		53	2	2		X	X	X
NY	2,500	1,300	22,300	1,544	35	23,879	25,000	X		57	7	7				X
NY	921	80	14,250	2,733		16,983	16,983	X	X	55	13	13	X	X	X	X
CT	2,383	449	16,324	4,115	300	20,739	22,500	X	X	53	8	8		X	X	X
DC	2,200		17,500	3,640	4,500	25,640		X		48	9	9				X
NY			18,450	5,454	1,200	25,112		X		54	5	5		X		X
MD	500	100	12,363	1,212	529	14,104	15,514	X		27	4	4				
APO	1,200	120	8,250	1,301	4,250	13,801	15,000			32	4	2		X	X	X
APO	250	12	9,130	2,081		11,461			X	35	6	2		X	X	X
APO	175	10	9,000	2,745		11,745	12,000			25	4	3	X	X	X	X
HIGH	2,500	1,300	34,000	9,370	5,000	48,370	49,000			72	26	26				
LOW	500	70	6,700	0	0	7,000	7,000			27	2	2				
MEDIAN	2,200	272	16,020	2,073	529	17,512	18,000			54	8	8				
AVG	1,546	371	15,329	2,648	1,219	19,196	19,326			54	10	9				

1976 NACBA SALARY SURVEY- PART I - CHURCH BUSINESS ADMINISTRATORS

SOUTHEASTERN STATES (Full Time)

State	Membership of Church	Oper. Budget 000's	1976 CBA Base Salary	Supp. & Fringes	Expense Allowance	Total CBA Compensation	1977 (Estimate)	Church Pays Dues	NACBA Conference	CBA Age	CBA Total	Years Experience This Job	FCBA	Member of This Church Before	Now
FL	3,600	360	11,660		1,000	12,660	13,200	X	X	64	5	5		X	X
NC	1,600	384	17,500	2,850	1,750	22,100	23,000	X	X	39	2	2			X
FL	3,800	883	16,216	3,453	5,500	25,169		X	X	52	22	17	X		X
NC	2,250	527	12,000			12,000	12,000	X	X	57	15		X		X
LA		1,500	14,592	2,566	500	17,658	18,500	X		60	25	3		X	X
NC	1,875	428	14,178	1,430	250	15,858	16,750	X	Part	56	9	9			X
AL	3,000	537	15,345	6,065	3,900	25,310	26,510	X	X	57	23	9	X		X
AL	2,200	350	12,000	4,100	6,350	22,450		X	X	50	2	2			X
AL	2,650	638	15,000	1,647	840	17,487	19,235	X	X	27	2	2		X	X
VA	958	238	6,000			6,000	6,600			45	1	1		X	X
NC	2,925		12,800	621	1,100	14,521	15,000	X	X	50	1	1		X	X
NC	1,886	329	9,000	1,553	500	11,053	12,000	X	X	39	11	11			X
AL	1,860	182	7,650		150	7,800		X		53	11	11			
AL	2,700	385	14,000	2,039	730	16,769	18,369	X	X	58	20	20	X		
FL	950	183	9,000	363	600	9,963	9,963			54	10	10		X	
TN	2,050	430	11,780	3,120	100	15,000		X	X	55	13			X	X
KY	6,100	835	24,637	3,775	2,000	30,412		X	X	45	20	20			X
FL	3,079	557	12,440	2,536		14,976	14,976			62	10	10	X	X	X
NC	3,575	609	17,450	2,867	750	21,067	22,250	X	X	61	27	27	X	X	X
TN	2,070	275	10,500	1,559	1,150	13,209	13,209			54	1	1		X	X
VA	700	170	10,000	840	2,600	13,440	14,500		Part	58	6	6			X
GA	800	158	7,730	1,924	4,600	14,254	14,754	X		32	1	1			X
TN	1,500	230	7,500	826	100	8,426	8,726			50	1	1		X	X
KY	1,500	244	9,396	3,804	4,440	15,600		X	X	61	1	1		X	X
NC	1,320	188	9,200	830		10,030	11,000		X	64	21	21	X		X
FL	2,456	386	17,000	3,850	4,600	25,450		X	X	53	20	2			X
FL	1,934	312	12,650	3,009	1,250	16,909		X	Part	57	11	2	X		X
WV	3,345	472	14,000	2,945	4,706	21,651	21,651	X	X	52	11	11	X		X
NC	2,552	257	12,300	1,172		13,472	14,500	X	X	57	16	4	X		X
AL	2,000	578	16,900	3,761	700	21,361	22,600	X	X	60	11	1	X		X
HIGH	6,100	883	24,637	6,065	6,350	30,412	23,000			64	27	27			
LOW	700	158	6,000	0	0	6,000	8,726			27	1	1			
MEDIAN	2,250	384	12,440	2,039	840	15,600	15,000			55	11	4			
AVG	2,318	438	12,681	2,117	1,672	16,402	16,318			53	11	7			

1976 NACBA SURVEY - SUPPLEMENTARY COMPENSATION
CHURCH BUSINESS ADMINISTRATORS (Full Time)

	A. HEALTH & SAFETY BENEFITS				B. TIME NOT WORKED (Days-Weeks)					C. EXPENSE					Reimbursemen: Car	
	FICA	Retire- ment	Ins-Life/ Med/Hosp Total	Work- men's Comp.	Grand Total	Vaca- tion	Holi- days	Sick Leave	Pers. Leave	Conf. Cont. Educ.	Allowances:					Total
										Educ.	Car	House/ Util.	Other	Total		
WESTERN STATES (26 churches)																
NO. REPORTED	18	17	20	9	22	22	23	19	10	6	7	11	4	9	15	8
HIGH	\$1,700	\$ 2,500	\$ 2,720		\$ 6,000	4 wks	12 da.	60 da	7 da	2 wks	\$ 600	\$2,400	\$5,000	\$1,000	\$6,200	\$0.15 mi.
LOW	468	600	96		180	2 wks	5 da.	6 da	3 da		150	500	2,000	180	300	0.10 mi.
MEDIAN	702	889	380		1,980	4 wks	8 da.	10 da	4 da		300	720	3,600	400	1,380	0.10 mi.
AVERAGE	776	1,362	520		2,162	3 wks	8 da.	20 da	4 da	2 wks	329	1,011	3,175	394	1,943	0.12 mi.
NORTH CENTRAL STATES (40 churches)																
NO. REPORTED	30	28	33	13	34	35	33	28	15	7	27	14	5	17	23	10
HIGH	\$1,773	\$ 4,700	\$ 2,485		\$ 6,524	8 wks	12 da	60 da	10 da	2 wks	\$ 600	\$1,900	\$7,000	\$1,500	\$8,022	\$0.15 mi.
LOW	175	600	130		413	2 wks	5 da	5 da	3 da	1 wk	300	100	3,600	37	400	0.10 mi.
MEDIAN	825	1,724	660		2,542	4 wks	7 da	10 da	4 da	2 wks	200	1,200	6,302	500	800	0.12 mi.
AVERAGE	813	1,919	802		2,621	4 wks	8 da	17 da	5 da	2 wks	358	1,084	5,634	531	1,672	0.12 mi.
SOUTH CENTRAL STATES (32 churches)																
NO. REPORTED	21	20	22	11	26	29	26	24	13	7	11	11	7	12	26	6
HIGH	\$1,200	\$ 2,834	\$ 1,429		\$ 5,550	4 wks	10 da	46 da	14 da	3 wks	\$1,200	\$2,400	\$7,000	\$2,140	\$10,000	\$0.15 mi.
LOW	263	269	179		85	2 wks	5 da	4 da	2 da	1 wk	300	300	1,200	100	300	0.10 mi.
MEDIAN	810	918	540		1,849	3 wks	7 da	12 da	10 da	2 wks	500	1,000	2,220	400	1,080	0.12 mi.
AVERAGE	722	1,090	539		1,911	3 wks	7 da	16 da	8 da	2 wks	536	1,235	3,437	550	1,854	0.12 mi.
NORTHEASTERN STATES (19 churches)																
NO. REPORTED	12	10	16	9	18	18	16	16	9	3	9	4	3	8	13	8
HIGH	\$ 895	\$ 3,500	\$ 1,254		\$ 9,370	4 wks	12 da	60 da	30 da	2 wks	\$ 800	\$2,000	\$4,500	\$3,000	\$ 5,000	\$0.15 mi.
LOW	392	700	190		392	3 wks	6 da	5 da	3 da	1 wk	50	100	600	35	50	0.12 mi.
MEDIAN	816	1,964	570		2,073	4 wks	9 da	10 da	18 da	1 wk	385	1,200	3,800	250	950	0.15 mi.
AVERAGE	714	2,540	632		2,639	4 wks	9 da	18 da	16 da	1 wk	412	1,125	3,800	729	1,789	0.14 mi.
SOUTHEASTERN STATES (30 churches)																
NO. REPORTED	17	20	23	10	25	28	28	24	11	4	18	15	7	7	24	10
HIGH	\$ 895	\$ 3,350	\$ 2,226		\$ 6,065	6 wks	10 da	30 da	15 da	4 wks	\$ 600	\$2,000	\$5,200	\$1,400	\$ 6,350	\$0.15 mi.
LOW	103	200	232		363	1 wk	4 da	5 da	2 da	2 wks	100	300	3,060	100	100	0.10 mi.
MEDIAN	710	1,578	601		2,039	3 wks	6 da	10 da	10 da	2 wks	300	1,000	3,400	145	1,150	0.12 mi.
AVERAGE	678	1,622	709		2,423	3 wks	7 da	13 da	9 da	3 wks	325	1,043	3,166	356	1,624	0.12 mi.

1976 NACBA SALARY SURVEY - PART II
 TOTAL FULL-TIME STAFF COMPENSATION (INCLUDES FRINGES, ALLOWANCES)
 WESTERN STATES

CBA**	No.	ORDAINED MINISTERS		No.	LAY MINISTERS		No.	RELIGIOUS EDUCATION		No.	DIRECTOR OF MUSIC		No.	DIETICIAN/COOK		No.	SECRETARIES		No.	JANITORS/ CUSTODIANS	
		High	Low		High	Low		High	Low		High	Low		High	Low		High	Low		High	Low
\$22,700	1	\$25,000		-			1	\$22,500		1	\$15,000		-			4	\$8,550	4,656	1	\$6,630	
21,535	6*	23,100	15,300	-			3*	12,200	7,420	-			1	\$6,933		9	8,133	6,000	4	9,033	6,400
19,125	3	36,000	17,700	-	\$2,700		-			-			-		2	8,400	4,200	3	5,800	2,450	
19,785	2	25,422	23,483	1	12,832		-			-			-		2	9,936	8,351	1	12,203		
20,368	2	32,000	26,500	1	10,400		1	15,000		1	23,000		-		3	9,950	6,900	1	10,100		
18,191	1	24,255		-			3	19,845	18,191	1	18,191		-		4	9,360	6,760	2	10,500	6,700	
18,600	2	27,600	14,000	-			1	7,100		1	8,100		-		2	7,300	7,000	1	6,200		
16,492	2	25,792	21,058	-			-			-			-		1	6,500		1	5,040		
15,490	3	30,059	14,163	-			1	7,200		1	13,281		-		3	9,274	4,426	2	7,196	6,240	
18,162	2	25,806	18,800	1	13,320		-			-			-		1	8,000		-			
14,822	2	22,000	18,500	1	14,800		-			1	2,300		-		2	7,200	7,200	2	6,140	4,121	
16,770	6	28,000	10,500	-			-			1	12,000		1	5,000	6	6,200	4,500	5	11,000	5,000	
15,918	1	17,166		-			-			-			-		1	6,312		1	7,267		
13,062	4	350	300	-			2	8,500	4,500	1	2,400		-		-			1	6,000		
13,530	3	20,810	14,958	-			-			-			-		3	7,000		5	6,342	5,723	
	4	24,000	9,600	2	8,400	7,200	-			-			-		-			-			
18,550	4	36,500	22,140	-			-			1	13,181		-		4	8,110	8,014	2	9,089	8,162	
19,600	3	22,000	17,200	1	12,000		1	17,200		1	17,200		-		4	7,000	6,500	1	6,000		
17,912	4*	22,072	16,050	2	13,600		*			-			-		6	6,960	5,200	2	10,358	8,320	
14,930	1	19,000		-			1	8,500		1	8,000		2	5,000	5,000	2	5,600	5,600	-		
11,204	3	35,000	14,500	-			-			1	15,800		-		4	9,600	7,200	4	9,600	5,800	
10,260	4	29,162	14,382	-			1	8,033		1	14,625		-		4	11,096	6,317	3	9,789	5,368	
9,986	2	20,450	13,000	-			-			1	2,000		-		1	7,800		1	6,500		
9,380	3	29,997	15,995	-			-			1	7,538		-		2	8,804	7,124	1	8,360		
12,586	2	6,200	5,600	1	7,800		2	14,100	8,000	1	8,000		-		2	6,000	2,700	2	9,000		
	4	23,712	11,800	-			-			-			-		-			-			
HIGH		\$ 35,000	26,500		14,800	7,200		22,500	18,191		23,000			6,933		11,096	8,351		12,203	8,320	
MEDIAN		24,000	14,382		12,000			12,200	7,420		12,000			5,000		8,000	6,500		8,360	5,000	
LOW		350	300		960			7,100	4,500		2,000			5,000		3,000	2,700		5,040	2,450	
AVG		24,325	15,251		10,062	7,200		12,743	9,528		11,289			6,444		7,960	6,036		8,120	5,849	

*Serves both positions.

**This column matches the CBA Total Compensation column in Part I.

1976 NACBA SALARY SURVEY - PART II
 TOTAL FULL-TIME STAFF COMPENSATION (INCLUDES FRINGES, ALLOWANCES)
 NORTH CENTRAL STATES

CBA**	No.	ORDAINED MINISTERS		No.	LAY MINISTERS		No.	RELIGIOUS EDUCATION		No.	DIRECTOR OF MUSIC		No.	DIETICIAN/COOK		No.	SECRETARIES		No.	JANITORS/CUSTODIANS			
		High	Low		High	Low		High	Low		High	Low		High	Low		High	Low		High	Low		
\$38,051	2	\$43,000	23,100	-	-	-	1	\$20,800	-	-	5	\$8,200	5,700	4	\$7,500	4,800	-	-	-	-	-		
32,000	3	43,000	26,000	-	-	-	1	30,500	-	-	8	10,182	6,427	5	11,343	5,200	-	-	-	-	-		
24,020	5	30,000	17,000	-	-	-	1	13,000	-	-	5	10,250	6,000	5	11,400	6,760	-	-	-	-	-		
23,272	5	37,825	19,240	-	-	-	1	14,669	-	-	1	16,136	-	1	10,279	-	-	-	-	-	-		
23,522	4	40,764	20,014	-	-	-	2	15,440	14,835	-	-	-	-	6	9,345	6,357	4	17,767	6,336	-	-		
20,952	1	25,000	-	-	-	-	-	-	-	-	-	-	-	-	9,240	6,060	-	-	-	9,600	4,888		
18,000	4	32,000	16,000	-	-	-	2	17,000	10,000	2	14,000	10,000	1	4,800	-	-	4	8,500	6,000	6	14,500	6,500	
23,042	4	39,074	17,156	-	-	-	-	-	-	1	26,171	-	1	9,262	5	9,097	7,336	3	7,503	7,300	-	-	
21,401	4	39,229	15,108	-	-	-	1	19,030	-	-	1	17,236	-	-	5	9,512	8,700	3	11,560	7,353	-	-	
19,932	-	-	-	-	-	-	-	-	-	-	-	-	-	-	14	2,190	6,006	1	13,500	-	-	-	
23,463	3	38,181	22,351	-	-	-	-	-	-	1	21,336	-	-	-	3	9,325	6,876	2	11,429	11,080	-	-	
18,090	3	33,500	15,000	-	-	-	1	15,500	-	1	21,000	-	1	9,000	5	12,500	9,500	3	9,500	9,000	-	-	
18,896	3	28,950	17,700	-	-	-	2	11,291	10,938	1	11,513	-	-	-	3	6,777	5,588	2	9,552	8,470	-	-	
27,956	3	31,240	20,500	-	-	-	1	11,201	-	-	-	-	-	-	2	6,000	6,000	2	11,500	5,500	-	-	
20,380	7	42,200	18,700	1	14,500	-	1	9,100	-	1	22,500	-	1	6,600	15	12,900	6,000	5	15,000	7,160	-	-	
20,320	3	29,100	23,100	-	-	-	1	18,100	-	-	-	-	-	-	3	8,900	7,600	2	7,300	6,150	-	-	
18,304	4	20,000	10,500	-	-	-	-	-	-	2	14,000	8,450	-	-	3	7,665	5,900	3	9,152	7,436	-	-	
18,707	3	39,800	21,980	-	-	-	-	-	-	1	12,650	-	-	-	5	9,850	6,100	2	10,888	10,005	-	-	
19,660	2	24,000	15,000	-	-	-	1	13,000	-	1	2,500	-	-	-	1	9,600	-	1	9,200	-	-	-	
8,160	2	28,513	17,387	-	-	-	1	14,586	-	-	-	-	-	-	1	9,616	-	1	12,452	-	-	-	
16,331	4	44,088	12,300	-	-	-	-	-	-	1	14,800	-	-	-	5	7,620	5,500	2	6,900	5,600	-	-	
16,128	1	14,400	-	-	-	-	1	12,000	-	-	-	-	-	-	1	6,300	-	1	8,800	-	-	-	
21,217	4	37,525	18,694	-	-	-	-	-	-	1	23,080	-	1	8,627	5	11,712	5,644	3	10,585	10,031	-	-	
15,500	2	20,000	12,000	-	-	-	-	-	-	-	-	-	-	-	1	7,000	-	1	10,000	-	-	-	
16,000	3	16,300	10,800	-	-	-	-	-	-	-	-	-	-	-	1	5,900	-	-	-	-	-	-	
15,306	3	23,554	12,690	-	-	-	1	13,000	-	1	12,500	-	-	-	5	7,600	6,900	3	5,603	4,920	-	-	
15,010	1	18,652	-	-	-	-	1	10,618	-	-	-	-	-	-	1	6,000	-	2	7,000	7,000	-	-	
17,000	3	40,000	16,000	1	15,000	-	2	12,000	10,000	1	16,000	-	2	6,000	2,780	4	8,000	6,700	6	8,800	4,500	-	-
13,440	3	22,558	16,835	1	8,385	-	-	-	-	-	-	-	-	-	2	7,915	7,200	1	9,000	-	-	-	
14,185	2	33,700	19,000	-	-	-	1	8,000	-	-	-	-	-	-	2	6,900	6,000	3	7,072	4,784	-	-	
14,700	2	18,000	15,000	-	-	-	-	-	-	-	-	-	-	-	2	6,300	6,000	3	8,900	4,800	-	-	
13,413	3	21,438	14,515	-	-	-	-	-	-	-	-	-	-	-	1	7,967	-	1	11,219	-	-	-	

1976 NACBA SALARY SURVEY - PART II
 TOTAL FULL-TIME STAFF COMPENSATION (INCLUDES FRINGES, ALLOWANCES)
 NORTH CENTRAL STATES

CBA	No.	ORDAINED MINISTERS		No.	LAY MINISTERS		No.	RELIGIOUS EDUCATION		No.	DIRECTOR OF MUSIC		No.	DIETICIAN/COOK		No.	SECRETARIES		No.	JANITORS/CUSTODIANS	
		High	Low		High	Low		High	Low		High	Low		High	Low		High	Low		High	Low
\$12,297	4	22,166		-			-			-			-			3	7,315	7,315	1	9,366	
10,800	2	22,000	14,100	-		1	10,710			-			-			3	7,800	5,550	3	9,800	4,600
9,200	2	15,500	10,500	-		1	9,800			-			-						1	7,800	
8,212	2	7,850	6,310	-		1	5,000			-			1	3,000					1	3,000	
23,508	6*	37,000	20,500	-		*				1	20,350		1	8,100		4	8,900	7,100	4	10,700	6,500
	2	22,000		-		-				1	4,800		-			1	6,300		2	4,800	3,600
	3			-		1				1			-			5			3		
HIGH		\$44,080	26,000			15,000		30,500	14,835		33,000	10,000		10,279	2,780		12,900	9,500		17,767	11,080
MEDIAN		30,000	16,000			14,500		13,000	10,000		17,236	8,450		8,100			2,190	6,000		9,500	6,150
LOW		7,850	6,310			8,385		5,000	10,938		4,800			3,000			5,900	5,000		3,000	3,600
AVG		29,238	16,721			13,221		13,502	11,443		17,072	9,225		7,296	2,780		8,262	6,521		9,722	6,549

*Serves both positions.

**This column matches the CBA Total Compensation column in Part I.

1976 NACBA SALARY SURVEY - PART II
 TOTAL FULL-TIME STAFF COMPENSATION (INCLUDES FRINGES, ALLOWANCES)
 SOUTH CENTRAL STATES

CBA**	No.	ORDAINED MINISTERS		No.	LAY MINISTERS		No.	RELIGIOUS EDUCATION		No.	DIRECTOR OF MUSIC		No.	DIETICIAN/COOK		No.	SECRETARIES		No.	JANITORS/CUSTODIANS	
		High	Low		High	Low		High	Low		High	Low		High	Low		High	Low		High	Low
\$12,761	2	\$23,000	13,579	2	\$19,158	13,356	-	-	-	-	-	-	2	\$6,900	6,900	1	\$8,033	-	-	-	
15,820	4	30,000	*14,000	-	-	-	*	-	-	1	17,000	-	1	5,200	-	4	8,600	4,800	4	5,720	4,763
15,862	3	36,000	15,459	-	-	-	1	7,941	-	1	12,545	-	2	7,718	6,456	3	7,641	6,723	4	9,517	4,842
17,705	3	40,000	16,800	-	-	-	1	10,800	-	1	18,000	-	1	9,000	-	4	7,500	5,200	4	6,500	4,630
17,952	5	28,311	14,524	-	-	-	1	18,957	-	1	18,739	-	-	-	-	3	6,784	5,800	4	8,156	5,324
21,295	5	33,300	13,600	1	14,455	-	-	-	-	1	18,230	-	-	-	-	6	8,435	5,700	4	11,000	4,800
14,278*	2	16,972	12,630*	-	-	-	*	-	-	-	-	-	-	-	-	2	6,000	6,000	2	6,500	6,250
16,659	1	42,750	-	-	-	-	1	28,900	-	1	25,600	-	1	5,400	-	5	8,300	5,200	5	4,992	4,576
14,500	2	24,725	11,400	-	-	-	1	10,320	-	-	-	-	-	-	-	2	7,620	6,000	2	8,640	6,540
14,000	2	26,671	15,300	-	-	-	-	-	-	-	-	-	1	6,319	-	1	8,582	-	2	6,318	6,173
11,405	2	23,600	13,000	-	-	-	-	-	-	1	15,400	-	-	-	-	3	5,800	5,200	-	-	-
19,800	4	35,000	13,000	1	16,400	-	3	16,720	12,720	1	17,000	-	4	6,000	5,000	7	7,500	5,000	6	9,000	5,000
28,000	5	28,500	19,500	-	-	-	-	-	-	-	-	-	-	-	-	5	6,351	5,000	-	-	-
9,612	1	31,000	-	-	-	-	-	-	-	1	18,600	-	-	-	-	5	8,000	6,000	3	9,000	5,000
12,385	2	21,500	9,400	-	-	-	1	6,776	-	-	-	-	-	-	-	2	6,576	6,030	2	8,580	5,720
12,515	7	30,360	10,800	-	-	-	-	-	-	-	-	-	-	-	-	2	8,400	6,240	-	-	-
12,515	4	35,432	22,206	1	18,000	-	1	11,163	-	1	20,000	-	-	-	-	6	10,522	6,360	6	15,690	7,000
11,772	3	17,208	11,772	-	-	-	-	-	-	-	-	-	-	-	-	1	6,828	-	1	5,400	-
13,507	2	18,000	15,000	-	-	-	-	-	-	-	-	-	-	-	-	2	6,710	5,500	1	5,940	-
19,243	3	40,000	14,000	4	16,900	9,240	1	23,900	-	1	19,510	-	1	8,500	-	6	7,977	5,210	2	12,160	-
17,932	2	33,098	20,314	3	16,130	12,086	1	18,259	-	1	19,792	-	1	6,010	-	4	6,251	5,670	4	12,757	4,254
15,500	1	18,000	-	-	-	-	-	-	-	1	14,000	-	-	-	-	4	5,500	5,500	1	4,000	-
24,949	2	40,950	25,550	-	-	-	1	25,500	-	1	23,150	-	3	9,644	5,266	8	9,593	6,313	1	10,741	-
12,870*	2	16,425	8,925	-	-	-	-	-	-	*	-	-	-	-	-	2	6,233	4,600	-	-	-
27,701*	2	38,251	27,701*	-	-	-	1	17,500	-	1	16,000	-	1	6,160	-	4	7,490	6,420	2	7,052	5,280
19,281	2	36,000	18,900	-	-	-	1	20,000	-	1	22,000	-	4	-	-	3	6,800	6,100	7	14,504	4,800
5,057	1	16,042	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
14,248	2	19,846	13,700	-	-	-	1	9,600	-	-	-	-	-	-	-	1	6,352	-	1	8,900	-
13,965	6	40,000	17,000	-	-	-	1	24,000	-	1	22,000	-	1	8,000	-	11	8,600	6,000	8	12,000	4,000
18,609	6	37,483*	14,228	-	-	-	*	-	-	-	-	-	3	5,317	5,200	-	-	-	4	5,900	5,200
29,500	3	50,000	18,500	-	-	-	1	-	-	-	-	-	-	-	-	3	9,600	6,900	5	12,000	4,472
18,008	4	32,300	17,700	1	9,900	-	1	19,300	-	1	14,900	-	1	8,700	-	5	8,100	6,700	2	7,700	-
HIGH		50,000	25,550		19,158	13,356		28,900	12,720		25,600			9,644	6,456		10,522	6,900		15,690	7,000
MEDIAN		30,000	14,228		16,400	12,086		18,259			18,600			6,319	5,266		7,500	6,000		8,156	5,000
LOW		16,042	27,701		14,455	9,240		6,776			12,545			5,200	5,000		5,500	4,600		4,000	4,000
AVG		30,022	14,770		15,849	11,560		16,852	12,720		18,470			7,072	5,480		7,518	5,817		8,681	5,191

*Serves both positions.

**This column matches the CBA Total Compensation column in Part I.

1976 NACBA SALARY SURVEY - PART II
 TOTAL FULL-TIME STAFF COMPENSATION (INCLUDES FRINGES, ALLOWANCES)
 NORTHEASTERN STATES

CBA**	No.	ORDAINED MINISTERS		No.	LAY MINISTERS		No.	RELIGIOUS EDUCATION		No.	DIRECTOR OF MUSIC		No.	DIETICIAN/COOK		No.	SECRETARIES		No.	JANITORS/CUSTODIANS	
		High	Low		High	Low		High	Low		High	Low		High	Low		High	Low		High	Low
\$17,519*	2	\$25,085		*	-	-	1	\$10,750		-			-			-			1	\$7,927	
16,388	2	24,510	16,230	-	-	-	-	-		1	4,600		-			1	6,300		1	8,256	
17,300	3	43,993	19,000	-	-	-	-	-		-			-		2	11,670	6,500	2	11,470	9,300	
20,106	3	35,150	24,100	-	-	-	-	-		-			-		2	11,493	7,578	2	11,052	8,400	
7,192	3*	20,200	12,500	-	-	-	1*	14,700		-			-		1	7,600		1	7,350		
48,370	3	56,260	24,150	-	-	-	1*	35,000		*			-		4	17,500	11,700	16	23,900	9,200	
21,153	2	26,000	15,000	-	-	-	-	-		1	15,000		-		3	7,800		2	10,000	5,600	
16,082	3	27,500	14,800	-	-	-	-	-		1	15,800		-		3	8,500	6,350	1	8,500		
9,570	2	25,034	17,357	-	-	-	-	-		-			-		2	6,000	5,500	1	6,768		
7,000	1	7,500		-	-	-	-	-		-			-		-			1	6,650		
23,879	3	33,000		6	-	-	1	7,800		2	17,000	8,000	1	17,500	4	13,000	7,200	19	19,500	5,200	
16,983	1	17,500		-	-	-	-	-		-			-		1	5,460		1	7,300		
20,730	4	21,000	11,600	-	-	-	-	-		1	19,555		-		4	14,142	8,575	4	15,285	7,770	
25,640	2	37,159	23,068	1	-	-	-	-		1	12,000		1	9,000	4	9,600	7,000	1	6,240		
25,112	-	-		-	-	-	-	-		-			-		-			-	-		
14,104	2	17,080	11,483	2	10,420	6,000	-	-		-			-		-			-	-		
13,801	5	28,000	16,500	-	-	-	-	-		-			-		1	6,700		-	-		
11,461	4	29,000	15,000	-	-	-	-	-		-			-		1	6,750		1	4,500		
11,745	2	15,000	10,800	-	-	-	-	-		-			-		-			-	-		
															2	8,000	7,000*	*			
HIGH		56,260	24,150		10,420	6,000		35,000			19,656			17,500		17,500	11,700		23,900	9,200	
MEDIAN		25,085	16,500					10,750			15,000					8,000	7,000		8,256	7,770	
LOW		7,500	10,800					7,800			4,600			9,000		5,460	5,500		4,500	5,200	
AVERAGE		27,445	16,542					17,062			14,009			13,250		10,036	7,489		10,313	7,578	

*Serves both positions.
 **This column matches the CBA Total Compensation column in Part I.

1976 NACBA SALARY SURVEY - PART II
 TOTAL FULL-TIME STAFF COMPENSATION (INCLUDES FRINGES, ALLOWANCES)
 SOUTHEASTERN STATES

CBA **	No.	ORDAINED MINISTERS		No.	LAY MINISTERS		No.	RELIGIOUS EDUCATION		No.	DIRECTOR OF MUSIC		No.	DIETICIAN/COOK		No.	SECRETARIES		No.	JANITORS/CUSTODIANS	
		High	Low		High	Low		High	Low		High	Low		High	Low		High	Low		High	Low
\$12,660	3	\$22,000	5,500	-	-	-	1	\$16,200	-	1	\$15,800	-	1	\$4,200	-	3	\$5,200	-	1	\$8,200	-
22,100	4	35,000	20,000	-	-	-	-	-	-	-	-	-	-	-	-	4	11,500	7,100	4	10,000	6,500
25,169	3	31,950	16,300	-	-	-	3	21,670	18,800	1	25,500	-	2	7,800	4,500	8	8,500	6,000	7	7,400	4,600
12,000	-	28,000	17,000	-	-	-	-	20,000	9,500	-	18,000	-	-	8,000	-	-	7,000	5,600	-	6,200	4,800
17,658	3	20,470	19,340	-	-	-	-	-	-	-	-	-	-	-	-	5	7,960	6,060	-	-	-
15,858	3	21,608	13,500	-	-	-	-	-	-	-	14,500	-	1	5,569	-	3	8,000	6,650	2	6,334	6,254
25,310*	4	39,472	19,860	1	13,958	-	*	-	-	-	21,445	-	-	-	-	4	7,444	-	1	14,256	-
22,450	2	21,420	17,420	-	-	-	-	-	-	-	-	-	-	-	-	4	8,560	7,200	2	8,552	6,448
17,487	4	29,200	12,555	-	-	-	1	21,740	-	1	19,325	-	1	5,945	-	3	7,936	6,901	5	9,774	4,480
6,000	1	20,160	-	-	-	-	1	12,000	-	-	-	-	-	-	-	-	-	-	-	-	-
14,521	4	20,000	10,300	-	-	-	1	13,900	-	1	13,590	-	1	4,080	-	5	6,945	6,048	3	8,160	4,800
11,053	2	19,300	15,925	-	-	-	1	13,780	-	-	-	-	1	5,824	-	1	6,900	-	2	6,240	5,720
7,800	2	23,700	10,190	-	-	-	-	-	-	-	-	-	-	-	-	1	5,100	-	2	5,500	4,900
16,769	2	22,400	14,611	-	-	-	1	11,932	-	1	14,747	-	-	-	-	3	7,358	6,561	3	6,980	5,780
9,963	2	20,000	15,000	-	-	-	-	-	-	-	9,000	-	-	-	-	2	6,000	4,200	2	5,408	5,408
15,000	4	26,000	10,000	-	-	-	1	16,000	-	1	15,000	-	-	-	-	5	7,200	5,600	4	10,000	5,600
30,412	6	42,413	14,260	-	-	-	1	25,518	-	1	25,944	-	1	9,347	-	5	9,358	6,849	15	13,738	5,340
14,976	4	30,802	15,025	1	12,258	-	1	19,165	-	1	15,509	-	1	7,200	-	8	7,020	5,800	8	5,720	5,512
21,067	3	24,000	12,250	-	-	-	3	17,000	12,650	1	17,250	-	2	5,350	5,000	4	8,950	7,050	5	11,850	5,350
13,209	3	18,876	11,000	-	-	-	1	8,500	-	1	12,000	-	1	2,700	-	3	5,700	2,520	1	9,990	-
13,440	2	25,000	20,000	-	-	-	-	-	-	-	-	-	-	-	-	2	8,000	5,500	1	6,000	-
14,254	1	18,202	-	-	-	-	1	13,830	-	1	16,050	-	-	-	-	1	5,300	-	2	4,450	4,250
8,426	3	*20,800	10,100	-	-	-	*	-	-	-	-	-	-	-	-	1	7,200	-	2	6,656	4,784
15,600	3	30,000	12,000	-	-	-	-	-	-	1	14,000	-	-	-	-	2	6,818	6,500	2	6,744	5,717
10,030	2	16,400	9,000	-	-	-	1	9,700	-	-	-	-	-	-	-	1	5,200	-	2	5,000	5,000
25,450	1	28,856	-	1	15,654	-	1	25,450	-	1	18,992	-	1	4,320	-	3	6,240	5,600	3	6,240	4,576
16,909	3	18,900	11,000	-	-	-	1	11,970	-	1	12,075	-	-	-	-	5	7,875	6,000	4	6,448	5,678
21,651	5	*35,225	18,228	-	-	-	3	10,800	-	*	-	-	2	5,740	5,440	5	8,680	5,800	4	6,300	5,540
13,472	2	33,500	14,500	4	14,700	9,000	1	16,000	-	1	20,300	-	2	7,600	5,200	5	9,800	5,700	5	6,400	5,200
21,361	3	23,000	15,000	-	-	-	2	12,000	10,000	-	-	-	1	8,000	-	5	8,000	5,700	6	10,000	5,200
HIGH		42,413	20,000		15,654	9,000		25,518	18,800		25,944			9,347	5,440		11,800	7,200		14,256	6,500
MEDIAN		23,700	14,611		13,958			16,000	12,650		15,800			5,740	5,000		7,400	6,048		6,744	5,340
LOW		16,400	5,500		12,258			8,500	9,500		9,000			2,700	4,500		5,100	2,520		4,450	4,250
AVG		25,555	13,567		14,142	9,000		15,558	12,738		16,790			6,112	5,035		7,448	5,950		7,823	5,310

*Serves both positions.

**This column matches the CBA Total Compensation column in Part I.

During the period of January to April 1976 the NACBA conducted a national survey of Church Business Administrator's salaries. In addition, salaries for a number of other church occupational areas were also surveyed.

For purposes of general economical homogeneity the survey was conducted within the framework of the following five geographical regions:

WESTERN STATES

Arizona	Nevada
California	New Mexico
Colorado	Oregon
Hawaii	Utah
Idaho	Washington
Montana	Wyoming

NORTH CENTRAL STATES

Illinois	Missouri
Indiana	Nebraska
Iowa	North Dakota
Kansas	Ohio
Michigan	South Dakota
Minnesota	Wisconsin

SOUTH CENTRAL STATES

Arkansas	Oklahoma
Louisiana	Texas

NORTHEASTERN STATES

Connecticut	New Hampshire
Delaware	New Jersey
Dist. of Colum.	New York
Maine	Pennsylvania
Maryland	Rhode Island
Massachusetts	Vermont

SOUTHEASTERN STATES

Alabama	North Carolina
Florida	South Carolina
Georgia	Tennessee
Kentucky	Virginia
Mississippi	West Virginia

PART I: Church Business Administrators (162 reports).

To maintain compatibility of data, only full-time salaries (147) are reflected. Estimated 1977 reflects anticipated salary increases. Averages, which are rounded off, are based on the total number of reported statistics for each column. For example, 31 reports were received from the western states. Five were part-time and two reports omitted church membership. Therefore, the average church membership was computed with a divisor of 24.

Additional information on CBA fringe benefits was also covered by this survey. Results, as follows, give the percentage of CBAs reporting each type of fringe benefit.

CHURCH PAYS FOR

	<u>NACBA DUES</u>	<u>NACBA CONF.</u>	<u>FICA</u>	<u>HEALTH, HOSP.</u>	<u>PENSION</u>	<u>ED. & PROF. DEVELOPMENT</u>	<u>*GRAND TOTAL</u>	<u>***EXPENSE ALLOWANCE</u>
WESTERN	84.6	50.0	69.2	76.9	65.4	23.0	84.6	57.7
NO. CENTRAL	87.5	75.0	75.0	82.5	70.0	17.5	85.0	57.5
SO. CENTRAL	87.5	93.8	65.6	69.8	65.6	21.8	81.3	81.3
NORTHEASTERN	*84.2	43.8	63.2	84.2	63.2	15.8	94.7	68.4
SOUTHEASTERN	76.7	70.0	56.7	76.7	56.7	13.3	83.3	80.0
NAT. AVERAGE	84.4	70.1	66.7	77.5	64.6	18.3	85.0	68.7

* includes 3 APOs (of the churches, 100% reported that the church paid NACBA dues).

** includes benefits listed separately plus workmen's compensation, continuing education, etc

*** includes car allowances, business expense accounts, etc.

Finally, a comparison of overall 1976 results to those obtained during the 1970 and 1973 surveys shows:

NATIONAL AVERAGE

	<u>CHURCH MBRSHP</u>	<u>BUDGET 000's</u>	<u>CBA BASE SALARY</u>	<u>AGE</u>	<u>YEARS OF EXPERIENCE</u>	<u>YEARS AT THIS JOB</u>
1970	2860	367	10,390	53	8	
1973	2800	374	11,834	52	9	
1976	2300	404	13,630	51	9	6.6
DIFFERENCE	-18%	+8%	+15%	-2%	+2%	

Note that the church membership figure has decreased appreciably, indicating that more of the smaller churches are using administrators. Note, also, that the CBA Base Salary figure shows a much greater increase than the budget figure and that the average age has decreased. All of these factors would seem to indicate growth of the CBA profession.

PETITION TO THE 1976 GENERAL CONFERENCE
THE UNITED METHODIST CHURCH

TO: Members of the General Conference

From : James H. Womack, (Western North Carolina Conference)

Please Consider the following as a new provision for our Church:

The Annual Conference may organize a Council On Professional Ministries, the purpose of such Council being to coordinate and administer all affairs related to the financial support of the Ministers which is provided by or through the Annual Conference. The Council may be composed of the chairmen of each of the following: Board Of Ministry, Board Of Pensions, Commission On Equitable Salaries, Committee On Insurance, Committee On Disability, Committee On Continuing Education, and such others as the Conference may direct.

The Council would present its estimate for funds to the Council On Finance And Administration, but otherwise would be directly amenable to the Annual Conference.

Respectfully submitted,

James H. Womack

Mailed 3/5/76

Petition to the 1976 General Conference

To: Members of The General Conference

From: The National Consultation on Equitable Salaries

We ask for consideration of the following new provision:

The Annual Conference may organize a Council on Professional Ministry. The purpose of this Council is to coordinate and administer all affairs related to the ministers of the Annual Conference. The Council may be composed of the chairpersons of each of the following agencies: Board of Ministry, Board of Pensions, Committee on Insurance, Committee on Disability, Committee on Continuing Education, Commission on Equitable Salaries, etc.

Submitted By:


James D. Archer, Chairman


Byron Lee White, Secretary