

1335-3-8:05 Correspondence 1977  
(2003-022) EQUITABLE SALARIES

THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

AGENDA FOR DENVER MEETING  
JANUARY 10-11, 1977

1. Reducing Minimum Salary Requests, Numbers & Amounts: James Archer ✓
2. Functioning Effectively Beyond Minimum Levels: Cyril Stone ✓
3. Working Effectively With General Staff: Keith Clarke ✓
4. Defining A Truly Equitable Salary: Matthew Gates ✓
5. Workshops, And How To Improve Them: Patricia Brown ✓
6. Proper Functions Of Steering Committee: Ralph Fellersen ✓
7. All Financial Support Groups For Ministers in One Board? H. Knudsen ✓
8. Housing For Ministers: Patrick Flaherty ✓
9. Planning For 1979 Consultation: Kenneth Lambert ✓
10. Structure Recommendations: James Womack ✓
11. Helping Ministers Find Their Calling: Bishop DeWitt ✓
12. Remarks; Robert Thornburg ✓
13. Other Business - Expense Reports - Treasurers, etc. ✓  
*How do we send reminders for 1977 dues?*
14. Closing

*Bishop de Witt  
Departure times*

January 18, 1977

Dr. John R. Sills, Treasurer  
Western North Carolina Conference  
P.O. Box 12005  
Charlotte, North Carolina 28205

Dear John :

The 1977 annual dues of \$40.00 is now due, and I would appreciate your sending a check for this amount to the National Consultation On Equitable Salaries.

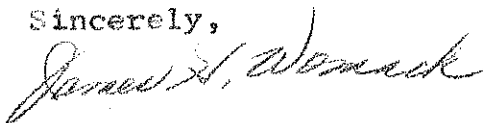
The check should be mailed to:

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

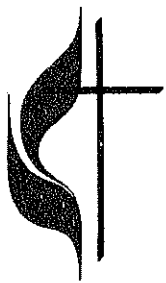
This expense should be charged to the Commission On Equitable Salaries.

Your handling of this request will be greatly appreciated.

Sincerely,



James H. Womack, Chairman  
Commission On Equitable Salaries



## 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:

Cyril Stone  
Box 14916  
Albany, N.Y. 12211

Dear Jim,

This past weekend was a real delight for me, and profitable for us in our work, I think. I always count it a privilege to be with you. Your faith and your insights continue to inspire me. I wrote Hal & told him how much we enjoyed the fruit. Hope your trip home was uneventful insofar as weather & other traffic problems were concerned. I am enclosing a copy of some items you might want to look at.

Thank you again for your capable leadership and friendship. May the year bring you and each family member a full measure of goodness.

Sincerely,  
Cyril

NATIONAL CONSULTATION EQUITABLE SALARY  
Treasurers Report

January 10, 1977

Conferences Annual Dues

1. 2-5 North Alabama	\$ 40.	16. 5-28 Arkansas Area Jt.Tr.	\$ 40.
2. 2-5 Western N. Carolina	40.	17. 6-2 Holston	40.
3. 2-17 Rocky Mountain	40.	18. 6-2 Missouri West	40.
4. 2-20 North Indiana (20-1975)		19. 6-2 Eastern Pennsylvania	40.
(60-1976)	80.	20. 6-14 South Carolina	40.
5. 3-3 New Mexico	40.	21. 6-22 Peninsula (Dover, Ill)	40.
6. 3-3 Central Illinois	40.	22. 6-22 Detroit	40.
7. 3-3 Virginia	40.	23. 7-22 Kansas West	40.
8. 3-30 North Mississippi	40.	24. 7-22 Western Pennsylvania	40.
9. 3-30 Florida	40.	25. 7-22 California-Nevada	40.
10. 3-30 South Georgia	40.	26. 10-14 Wisconsin	40.
11. 3-30 Kansas East	40.	27. 10-14 Pacific Northwest	40.
12. 4-15 West Virginia	40.	28. 12-20 Baltimore	40.
13. 4-15 Texas	40.	29. 12-20 New York	40.
14. 4-15 South Carolina	40.		
15. 4-19 Memphis	40.		

Total Receipts From "Conf." \$ 1,200.

Balance From Previous Trea. 80.63

Total Cash Available \$ 1,280.63

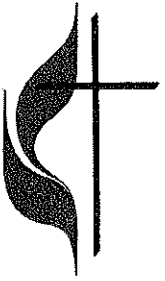
EXPENSES:

2-26 Ken Lambert, Petty Cash Fund	\$ 100.00		
3-17 Secretarial Expenses: Phone	25.50		
Secretary	26.25		
Printing	40.00		
Envelopes	17.00		
Stamps	37.70		
6-2 Secretarial Expenses: Secretary	10.00		
Phone	13.88		
Stamps	15.00		
Materials	5.00		
6-30 Chrp James Womack expenses	82.78		
6-30 James Archer-Jr. Conf. Adv.	100.00		
6-30 Patrick Flaherty-Jr. Conf. Adv.	100.00		
6-30 Cyril Stone-Jr. Conf. Adv.	100.00		
6-30 Matthew Gates-Jr. Conf. Adv.	100.00		
12-20 Matthew Gates Actual Expense	\$65.00	returns	45.00
12-20 Western Jurisdictional Expenses	<u>67.89</u>		

Total Expenses \$ 841.00 Total Cash \$ 1,325.63

Less Expenses 841.00

1/10/77 --PRESENT BALANCE \$ 484.63



# THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

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

February 11, 1977

## 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. D. Keith Clarke  
938 Pine Hill Drive  
Fairmont, West Virginia 26554

Dear Keith:

Enclosed are copies of letters received from Bishop Stuart in response to my letter of January 18th. to him, a copy of which was sent to you.

It appears to me that what we proposed to do would fit right in with his plans for training District Superintendents. It also appears that he does not understand what we proposed, but that at the same time he wants no part of any other group in the workshops.

Do you think that we should pursue the matter any farther? And, if so, what do you suggest?

I know that you and Mrs. Clarke had a wonderful time on your trip to the Near East, and I hope that I will have an opportunity to hear about it at our next meeting.

Sincerely,

James H. Womack

THE UNITED METHODIST CHURCH

SAN FRANCISCO AREA

California-Nevada Conference

R. MARVIN STUART, Bishop

February 7, 1977

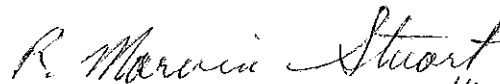
Dear Dr. Womack:

I appreciate your writing to me about the concerns of the National Consultation on Equitable Salaries. This is a very important area for District Superintendents but the agenda is already planned for next September's meeting and does not provide a possibility for this kind of input. As a matter of fact we have shifted to the place where no general board agencies are even being used. I do not think this is the arena where much of this kind of promotion can be done. This is more a training session in the skills needed to pick up the responsibilities of the superintendency and being council director.

However, I would urge you to feel free to send whatever materials you may want to put in the hands of the district superintendents. We would pull together a packet and would be pleased to include in it whatever you wanted to send.

Should this be your desire you should clear this with Dr. Dewire of the General Council on Ministries.

Sincerely,



Bishop R. Marvin Stuart

RMS/lk

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

Dictated by Bishop Stuart and signed in his absence

THE UNITED METHODIST CHURCH

SAN FRANCISCO AREA

California-Nevada Conference

R. MARVIN STUART, Bishop

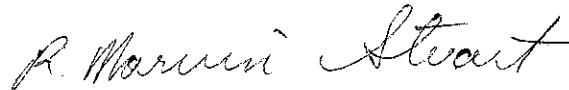
January 25, 1977

Dear Dr. Womack:

I received your letter and our planning committee will be meeting shortly so I will share your communication with them at that time.

If you've not heard from me again by the middle of February I would suggest you drop me a note.

Sincerely,



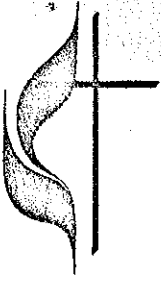
Bishop R. Marvin Stuart/lk

RMS/lk

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

Dictated by Bishop Stuart and signed in his absence





# THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church  
A Fellowship of the Division of the Ordained Ministry  
January 18, 1977

## THE STEERING COMMITTEE

James H. Wornack, 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

Bishop R. Marvin Stuart  
P.O. Box 467  
San Francisco, California 94101

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

Dear Bishop Stuart:

At our Steering Committee meeting last week in Denver, we briefly discussed the Workshop For New District Superintendents which is being planned for Nashville in the Fall of 1977. Due to our interest in pastor's salaries at all levels, and our mutual responsibilities with the District Superintendents in this field, we felt that we would like to have some involvement in the workshop.

Our interest areas would relate to the philosophy of equitable salaries, and would include:

1. A definition for equitability in salaries,
2. Responsibilities of a District Superintendent as they relate to the setting of salaries at the local church,
3. Salary treatment for clergy couples,
4. Salaries for ethnic churches (long time appointments due to special linguistic abilities,)
5. Salary increments, and other related income,
6. Establishing an "equitable" atmosphere,
7. Intra-Conference relationships, etc., etc.,.

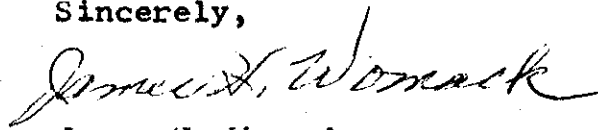
As you know, we are relatively new as a group on the scene at the General Church level, but we believe that the collective experiences which we have had at the Annual Conference level would enable us to bring some meaningful, and perhaps even new, insights into this area in which we share mutual interests and responsibilities with District Superintendents.

January 18, 1977

Bishop Jesse R. DeWitt, and Dr. Robert Thornburg, are members of our committee, and I suggest that you might like to talk to one, or both, of them about our proper niche of involvement in your endeavor.

This offer is not made with any intention of trying to intrude into your area of responsibility, but is simply an effort on our part to be of service to our Church. If it is accepted, we shall be happy to work with you in any way that you deem helpful.

Sincerely,



James H. Womack

CC: Bishop Jesse R. DeWitt  
Dr. Robert Thornburg  
Dr. D. Keith Clarke

February 14, 1977

2143 Ferncliff Road  
Charlotte, N.C. 28211

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

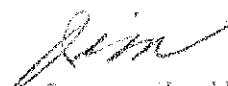
Dear Bob:

At our Denver meeting you requested us to review the pamphlet, "Supporting An Effective Ministry", and to send to you any suggestions that we might have for change.

I will leave the sociological and the theological areas to the ordained members of our committee, but I do have some suggestions in two of the practical aspects of the field:

1. Ministerial Support, page 7, table one.
  - a. I strongly recommend the use of "average" instead of "median" as a way of expressing a mathematical position. Where the sample is large, and the input is evenly graduated, the result of a median position is fairly indicative of the input. Where this condition does not prevail the result can be very misleading. For example - 12 is the median of the series of numbers 6, 8, 10, 14, 20, & 32. It is far from the average, which is 15.
  - b. Add a line under Salary item for "Required Travel, not reimbursed". Required parish travel (conforming to IRS guidelines) should be treated as an operating expense of the church, and should be deducted from salary if the expense is borne by the minister.

Sincerely,

  
James H. Womack

March 14, 1977

2143 Ferncliff Road  
Charlotte, N.C. 28211

The Reverend Clarence G. Dishman  
P.O. Box 55  
Floyd, Virginia 24091

Dear Clarence:

I am sorry that I do not have the addresses of the commission chairman for the Southeastern Jurisdiction. Jim Archer did all of the promotion work for our Atlanta workshop, and he should be able to furnish them to you:

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

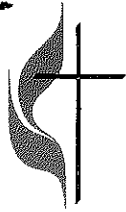
As a part of a questionnaire to other Conferences, I have received minimum salary schedules for 1977, and I am enclosing a recap of the data as furnished by the Treasurer of each Conference (excluding North Alabama) for your information. South Carolina adds a flat \$600. after 15 years service; Red Bird Missionary adds \$100. per year up to 20 years of service. Western North Carolina is now down to two brackets for 1977 and this will be eliminated in 1978.

Clarence, I hope you will pardon the delay in replying to your letter, but I decided to wait until after our meeting on the 11th. so that I might send you a copy of our complete report for 1978 Annual Conference. A copy is attached, and except for some editorial changes, the draft is the way it will be presented. You will note that there are some significant changes in that we have put in a 40% limitation on Conference participation, and some other teeth that we expect to bite with- particularly in the use of discretionary funds.

Best wishes for the coming year. Call me if you have any questions, or if I can help in any way.

Sincerely yours,

James H. Womack



HOLSTON CONFERENCE

*Commission on Equitable Salaries*

THE UNITED METHODIST CHURCH

March 4, 1977

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

Dear Jim:

I wonder if you would be so kind as to furnish me with the names and addresses of the several conference chairpersons of Equitable Salary commissions in the Southeastern Jurisdiction? Or refer me to the person who can?

I trust you are having a good year with the work in the Western North Carolina conference. We just met this week here in Holston and set our minimum salary schedule, in addition to other matters which pertain to our work. We have raised our minimums \$300 across the board.

The reason I wish to contact the other chairpersons is to investigate their programs of increments for service years. I would appreciate your sending me your program, unless it remains unchanged from the 1975 report which you passed out in Kansas City. I could also use your salary schedule for the current year. Ours is as follows:

	1977	1978
Conf. Member M.Div.	\$ 9200	\$9500
Prob. Member M.Div.	8800	9100
Conf. Member	8700	9000
Prob. Member	8500	8800
Assoc. Member	8350	8650
Local Pastor	7700	8000
Seminary Pastor	7000	7000
College Student	6000	6000

Thanks for any help you can give me with the above requests.

Sincerely,

Clarence G. Dishman

JOHN Y. BACON  
Chairman  
P. O. Box 45  
Hixson, Tennessee  
37343  
Office: 615-877-1246  
Home: 615-877-1630

ROLAND DYKES, JR.  
Vice-Chairman  
1105 Dykes Street  
Newport, Tennessee  
37821

MRS. OGLEVA STREET  
Secretary  
3209 Glen Alpine Road  
Kingsport, Tennessee  
37660

CLARENCE G. DISHMAN  
Executive Secretary  
P. O. Box 55  
Floyd, Virginia  
24091  
Home: 703-745-4170  
Office: 703-745-4121

March 16, 1977

Dear Jim:

Thank you for letting me know about the great loss Ralph Fellersen has had in the death of his Betty. It, I suppose, was to be expected in view of Ralph's report to us in Denver relative to her condition. Nevertheless, it always comes as a shock when we hear about the death of friends, or their loved ones.

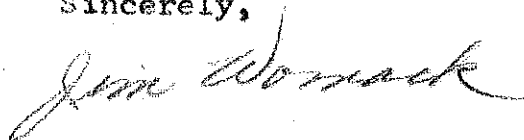
Em and I are sending a personal note to Ralph, as well as an expression to the church which he serves. I have also been in touch with Kenneth Lambert, and have asked him to notify the other members of the Steering Committee. (Incidentally, I reminded him that we had not yet received minutes from the Denver meeting, and he could just put it all in the same mailing.)

Jim, I really appreciate your letting me know about the death of Betty Fellersen. I think Ralph is a very, very fine addition to our Committee, and I would have regretted not being able to express my sympathy within a reasonable time after her death.

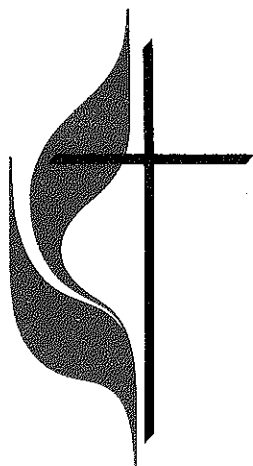
Yes, we have survived the cold O.K., but we were beginning to think that it would never end. Em and I went to Spartanburg, S.C. yesterday, and I was simply amazed to find peach orchards in partial bloom. A few of the trees appeared to be in full bloom, and this so soon after such cold weather.

Again, my thanks for your thoughtfulness.

Sincerely,



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

March 14, 1977

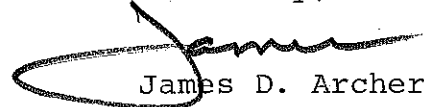
Dear Jim,

I receive Ralph Fellersens mid-week bulletin and I thought you might like to know that his wife, Betty, died recently. I am sure you will remember Ralph making reference to Bettys' health at our meeting in Denver and at other times. I do not know the exact date of her death, but reference was made to it in Ralph's artice that I received this past Saturday. I have already sent him my expression of sympathy. But I thought that you might like to make some expression on behalf of the Steering Committee.

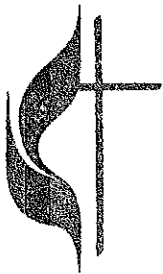
I assume you survived the cold. We made it fine. Now we are having excessive rains— 3.3 inches last Firday night and Saturday.

I am,

Sincerely,



James D. Archer



## THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

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

*(Received 5/17/77)*

### THE STEERING COMMITTEE

James H. Wameck, 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: National Consultation  
on Equitable Salary  
Ralph Fellersen, Treasurer  
9 Ross Valley Drive  
San Rafael, California 94901

Dear Colleagues:

The National Consultation on Equitable salary has asked each Annual Conference to participate to the extent of a \$40 grant to help unify and strengthen the Equitable Salary program across the nation. These funds are used to send pertinent information we feel each chairperson should know and to organize a national meeting for consultation. This national meeting is to be set during the fall preceding General Conference.

A report has come from the Judicial Council declaring paragraph 934.6 as unconstitutional. This is the paragraph that permits that one person of a clergy couple may offer a written waiver to release claim on Equitable Salary, or both to receive partial payment. The reason, as best we can understand it, is that each person ordained declares to serve full time; thus, it is improper and unconstitutional to release salary for this labor.

May we encourage you and your Commission to become active in this vital aspect of ministry. Your support of the \$40 per year dues will enable your Steering Committee to do an excellent job. We are under the direction of the Division of Ordained Ministry, but their budget cannot do all the work that needs doing. We ask your help. Send your dues to me as the information suggests. Thank you.

Sincerely,

Ralph Fellersen,  
Treasurer

rf/th

*We Thank you for having your Conference send in their \$40 dues.*

*R Fellersen*

*Received 5/17/77*



May 19, 1977

2143 Ferncliff Road  
Charlotte, N.C. 28211

Dear Cyril:

It is always a pleasure to hear from you, and I greatly appreciate your letter of May 3rd. Especially do I appreciate the warm expression of concern for Em and me. We are both doing fine; just accepting with grateful appreciation each wonderful day of our lives.

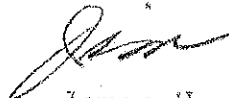
A place of storage for your National Consultation papers presents something of a problem. If you can hang on to them until our September 1-2 meeting, I will bring the matter up for discussion at that time. It may be that Bob Thornburg could do something to relieve the problem. If you need to dispose of them before that time, I will be glad to house them for you here. I have destroyed quite a bit of the bulk material that I had, but I have tried to retain minutes of meetings, etc., that seem to give continuity to the operations of the group. At best, they are rather sketchy, but probably as well as could be expected in an operation of our type.

Cyril, I am somewhat concerned and embarrassed that the minutes of our January meeting have not been received. I have talked to Kenneth on two or three occasions; and he has promised to mail them within a couple of weeks. I trust that they will be in your hands before long.

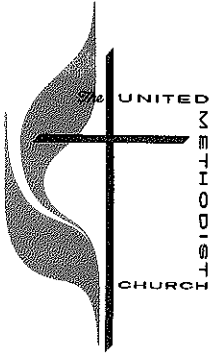
The enclosed covers my recent thoughts and actions regarding the Consultation. The infrequency of our meetings make it hard to maintain momentum, and I am wondering if you have any ideas for helping improve this. Any suggestions that you have will be greatly appreciated. Let me hear from you.

Em joins me in sending love and best wishes to you and your family.

Sincerely,



James H. Womack



# 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.

May 3, 1977

Dear Jim,

You've been much in my thoughts the past several days so I wanted to say "Hello, over there!". How are things with you? I trust all is well, Easter was a living experience of faith, and still continues with you and Eun.

Also, I have a quantity of materials which constitute a part of the history of National Consultation. Have we some place there could be kept for record and posterity? I don't want to throw any of it away that may be of value for others.

Let me hear as you have time.

Sincerely  
Cyril



# THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church  
A Fellowship of the Division of the Ordained Ministry  
May 20, 1977

## 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

Dear Fellow Committee Members:

One of the services which we planned to furnish our Annual Conference associates from time to time was information on salaries, etc., of the various conferences of our Church.

With this in mind, I have made a draft of a proposed questionnaire to be mailed to the chairperson of the Commission On Equitable Salaries of each Annual Conference. Upon receipt of the data, a summary sheet(s) would be prepared and distributed showing salary ranges; ranges of other support; formulas that offered different ways of approach to salary setting, etc., etc.

Please review the attached sheet, and let me have your suggestions for changes, additions, and deletions. Also, let me know whether you agree with this approach in general. If you have alternate suggestions of approach, don't be bashful - let me have them.

I hope to get the revised questionnaire in the mail to the Conference Chairpersons shortly after the annual meetings, and certainly not later than the end of June. Toward this end, I will need an early response from you; by June 1st. if possible.

This schedule would enable me to have the data ready to discuss at our Houston Meeting on September 1-2, 1977. At that time, we will decide on format, content, etc., of the report to be made for all members.

The minutes for our January meeting have been unavoidably delayed in distribution, but you should be receiving them within a very few days.

Sincerely,

James H. Womack

*It is with deep regret that I inform you of the death of Ralph Fellersen's wife, Betty, shortly after our January meeting.*

Name of Conference \_\_\_\_\_

Minimum Salary Scale for 1978 \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Limitations on Conference support, if any \_\_\_\_\_

Other income amounts that are guaranteed: Insurance \$ \_\_\_\_\_ ;  
Allowance for Travel \_\_\_\_\_ ;  
Children \$ \_\_\_\_\_ ; Reimbursement \$ \_\_\_\_\_ ; Other \$ \_\_\_\_\_

Method of arriving at Minimum Salary Scale: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Amount allocated for Minimum Salary support for 1978 \$ \_\_\_\_\_

Conference Average Salary for 1977 \$ \_\_\_\_\_

Salary Scale for District Superintendents for 1978 \$ \_\_\_\_\_

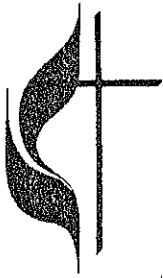
Method of arriving at District Superintendent's Salary \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Pension Annuity Rate for 1978 \$ \_\_\_\_\_

Comments: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



## THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church  
A Fellowship of the Division of the Ordained Ministry  
May 20, 1977

### 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

Dear Fellow Committee Members:

One of the services which we planned to furnish our Annual Conference associates from time to time was information on salaries, etc., of the various conferences of our Church.

With this in mind, I have made a draft of a proposed questionnaire to be mailed to the chairperson of the Commission On Equitable Salaries of each Annual Conference. Upon receipt of the data, a summary sheet(s) would be prepared and distributed showing salary ranges; ranges of other support; formulas that offered different ways of approach to salary setting, etc., etc.

Please review the attached sheet, and let me have your suggestions for changes, additions, and deletions. Also, let me know whether you agree with this approach in general. If you have alternate suggestions of approach, don't be bashful - let me have them.

I hope to get the revised questionnaire in the mail to the Conference Chairpersons shortly after the annual meetings, and certainly not later than the end of June. Toward this end, I will need an early response from you; by June 1st. if possible.

This schedule would enable me to have the data ready to discuss at our Houston Meeting on September 1-2, 1977. At that time, we will decide on format, content, etc., of the report to be made for all members.

The minutes for our January meeting have been unavoidably delayed in distribution, but you should be receiving them within a very few days.

Sincerely,

James H. Womack

1- Name of Conference \_\_\_\_\_

2-X Minimum Salary Scale for 1978 *(Please by Classification - Full Conference Member, Probationer, Associate Member, Local Pastor, ~~and~~ Student Supply, etc.)*

3. \_\_\_\_\_

3-X *Dollar or percentages*  
Limitations on Conference support, if any *#*

4- Other income amounts that are guaranteed: Insurance \$ \_\_\_\_\_  
Allowance for Travel \_\_\_\_\_  
Children \$ \_\_\_\_\_; Reimbursement \$ \_\_\_\_\_; Others \$ \_\_\_\_\_

5 Method of arriving at Minimum Salary Scale: \_\_\_\_\_

6- Amount *Budgeted* allocated for Minimum Salary support for 1978 \$ \_\_\_\_\_

7-X Conference Average Salary for 1977 \$ \_\_\_\_\_

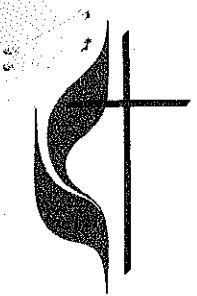
8- Salary Scale for District Superintendents for 1978 \$ \_\_\_\_\_

9- Method of arriving at District Superintendent's Salary \_\_\_\_\_

10- Pension Annuity Rate for 1978 \$ \_\_\_\_\_

Comments: \_\_\_\_\_

Please use enclosed envelope:  
Mr. James H. Warnock  
2143 Ferncliff Road  
Charlotte, N.C. 28211



# THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church  
A Fellowship of the Division of the Ordained Ministry  
May 20, 1977

## 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

Dear Ralph:

Thank you for your letter of May 9th. in which you suggest a mailing by Kenneth regarding the ruling on Paragraph 934.6, and an enclosure regarding the annual dues.

In the mail today I received a copy of the letter which you sent out these two subjects, and I am glad that you decided to go ahead with the letter to all chairpersons, and not wait for a general mailing from Kenneth. I think that the initial collection reminder, at least, should have come from you, and then perhaps use the newsletter for a follow-up reminder. Thank you for taking the initiative on this.

I talked today with Dr. Charles White (former General Conference Secretary), and he feels that the ruling on Par. 934.6 needs a bit of clarification, as the ruling did not cover 934.2 which permits variations to be set on salary treatment by each Annual Conference. I am writing to the Secretary of the Judicial Council on the matter, and will advise you of the results when the matter has been resolved. (I think, without question, that the ruling will stand, and that item 6 will be declared invalid for use.)

Again, my thanks to you for sending the letter. I hope that the response on dues will be good.

Sincerely,

*James H. Womack*  
James H. Womack

To: Ralph Fellersen  
San Rafael, Cal.



# 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  
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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:

May 9, 1977

Dear Jim

Here is the information on the Judicial Councils regarding the discipline paragraph 93.6. This is the issue of being able to sign off on offering a waiver to salary for clergy couples. My wife gave the reason for this being unconstitutional as the vows of ordination requiring a vow to full time service. Thus it is unconstitutional.

Maybe this is worthy of getting news out to all the chairpersons to let them know this waiver option is no longer valid. If Ken felt he would like to get some info out, perhaps I could put a letter regarding dues in the same mailing. Let me know.

Ralph



# Judicial Council rules that all general board executives must be United Methodists

By BUD HERRON  
Associate Editor

DALLAS — A year-old church law requiring national boards to employ only executive staff members who are members of the United Methodist Church withstood a challenge here April 23 and was declared "constitutional" by the denomination's "supreme court."

In a unanimous decision, the United Methodist Judicial Council disagreed with a petition from the Board of Global Ministries which claimed that the membership required — passed by last spring's General Conference — violates the denomination's Constitution. The mission agency based its charge on the ecumenical stance of the church, which is expressed in the Preamble of the Constitution. It further charged that the new law varies from the UMC's position that "membership in a particular church is membership in the whole people of God."

In upholding the requirement, the council said the General Conference had the "unmistakeable right" to take such an action, and even though some persons might question the "adviseability" of the rule, no Constitutional violation had taken place.

The council also pointed out: "It is important to distinguish between 'stance' as an expressed attitude and aspiration and the specific action relating to internal administrative or organizational responsibilities. That the attitude of the United Methodist Church is one of ecumenical concern and openness is clear."

The nine-member council, headed by Thomas Matheny, an attorney from Hammond, Louisiana, also heard a number of other petitions during three days of meetings, which included a "public hearing" session held at the Perkins School of Theology and attended by a number of students from that

seminary. Other decisions included the following:

### Salary waiver

The council declared unconstitutional a paragraph in the denomination's "Book of Discipline" which would allow pastors "in full connection" to waive "his/her claim upon the conference minimum salary."

Intent of the legislation as passed by General Conference last spring was to give more flexibility to the appointive process for pastors, particularly "clergy couples" — married persons who are both ordained clergy and members of the annual conference. Those couples could waive minimum salary in order to have appointments which would make them able to live together.

The ruling was requested by the General Conference legislative committee on Higher Education and Ministry, which raised a number of questions about how waiver of salary would effect pensions and equitable

salaries. Questions were also raised concerning what such legislation would do to the "itineracy system" of the church where all ministers vow to be in full time ministry, offering themselves "without reserve to be appointed and to serve as their superiors in office may direct."

### Native American committee

The council ruled that the General Council on Ministries (GCOM) of the denomination was not authorized to elect members for a newly formed Study Committee on Native American Ministries (which it did in March), and that the committee is not "amenable" to the GCOM.

Saying the committee is to report directly to General Conference, the Judicial Council said that "in the absence of any other provision for election of the committee members, the Council of Bishops has power to elect them."

### Seating of youth

The council ruled that the General Council on Ministries does not have the power and authority to add voting persons to its membership.

The ruling was the result of a petition from the United Methodist Youth Ministry Organization (UMYMO) that its representatives be seated on GCOM, although they are not specifically listed by church law for such seating.

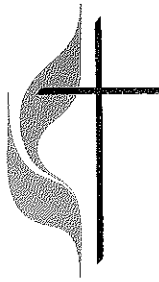
In a related decision, the council ruled that the youth organization is "accountable and amenable" to the Board of Discipleship and not directly to the GCOM.

*Dr. James G. ...*  
*202 S. Park St.*  
*...* 49006

THE UNITED METHODIST CHURCH

WISCONSIN AREA

May 23, 1977



JESSE R. DeWITT  
Resident Bishop

MARY E. RUSSELL  
Administrative Secretary

325 Emerald Terrace  
Sun Prairie, Wisconsin 53590  
Telephone: (608) 837-8526

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

Dear Jim:

I received your letter and the questionnaire that you propose to send to the Annual Conferences. I appreciate the intention of the questionnaire but have some concern relative to the statement of minimum salary scale rather than the use of the equitable salary base. My understanding is that we no longer have a minimum salary but an equitable salary with a minimum base. I know the terms are used interchangeably and I believe that a part of our responsibility is to educate our constituency. Accordingly, a question relative to the matter of equitable base for associate members, full members, full time supplies, and student supply salary levels is both an important and significant factor. The matter of housing, utilities, moving expense fund, insurance and all essential items of salary support, some of which are not included in your present questionnaire. I am not certain why the District Superintendent's salary support becomes a concern for the Equitable Salaries Commission. I believe this is a separate item independent of and certainly outside of the province of the Equitable Salary Commission, and I believe too, it might raise more serious questions and reaction than light and assistance. If those questions were to be included, then the question of Program Staff would be a legitimate concern and I am sure that CCOM would not appreciate Equitable Salary's move into that area. I trust that this will be helpful to you and be of some assistance in that area.

With deep respect for your leadership, I am,

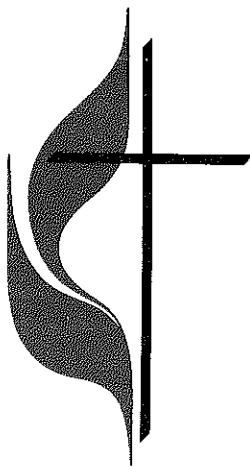
Sincerely yours,

Jesse R. DeWitt

JRD/mr

Dictated by Bishop DeWitt  
Signed in his absence

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

May 26, 1977

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

Dear Jim:

Thanks for your recent letter. I think your form is fine with a couple of exceptions. Under "Minimum Salary Scale for 1978", I think it would be good to list classifications or at least indicate you want it by classifications. Clarify "Limitations on Conference Support" to indicate maximum dollar supplement grant. The "Conference Average Salary for 1977" will require a great deal of work, which I don't believe many will respond to. As you know, the Board of Pensions has this information, but not that current.

The information you seek will be helpful if all will respond and there is good distribution of the findings.

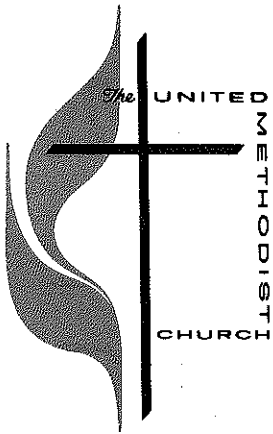
I'll see you in Houston.

Sincerely,

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

James D. Archer

JDA:srv



## New York Conference Council on Ministries

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

May 26, 1977

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

Dear Jim:

The kind of information that you are seeking from the conferences is very helpful. I think you have the right questions, and I will be glad to get you our data immediately upon the close of our Annual Conference.

We are proposing a couple of major changes in the way we establish Equitable Salary support and District Superintendents salaries and the like, which may or may not be voted by the Conference. The 1978 pension annuity rate is also up for grabs.

The point is - the present data will not be helpful. All I can say is that before the end of June I will have the current data in your hands.

Sincerely,

Matthew H. Gates  
Council Director

MHG:er

*Jim  
For your  
information*

May 27, 1977

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

Dear Ken,

I'm reviewing my schedule for the summer and trying to arrange everything for a tight time schedule. I've been unable to find minutes of the Denver Meet and wonder if I have misplaced them. Could you provide me with another copy so I can look at any responsibilities I might have. I will be coming off vacation just prior to our Houston meeting and I'll need all the time I can have.

I'm sure your schedule is heavy and I hope that you are finding a sense of real joy and satisfaction in your ministry. Let me hear soon, please.

Sincerely,

Cyril Stone



ROCKY MOUNTAIN CONFERENCE  
of the  
UNITED METHODIST CHURCH

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

Harold C. Knudsen  
Treasurer

June 1, 1977

Dear Jim:

Sorry to be a few days late in getting my reactions to you.

I cannot think of anything that needs to be added to the survey form that you enclosed. The only thing might be a question asking what items are included in determining the minimum figure by an Annual Conference. Also if Equitable salaries monies are used for other then providing a minimum. Will be interested in the results.

Looking forward to seeing you in Houston in Sept. I'm keeping the schedule clear to attend.

Enclosed are the results of a survey that our Conference Commission did earlier this year that I thought might interest you. It will serve as the bases for some future projections and recommendations. Thought you might like seeing it.

We think of you whenever we use the towels you gave us in Jan.

Say hello to your good wife.

Sincerely,

Hal Knudsen

P.S. Sorry to hear about Ralph's wife as I hadn't heard it before.

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

June 28, 1977

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

Dear Jim:

I am late in responding to your June 2 letter.

Thanks for the clarification of the matter on the Judicial Council. I am sure that ~~that~~ will have more review before we are ready to lay it to rest.

I'm looking forward to our September planning for the 1979 National Consultation. I'll be working on budget for years to come, and will try to come up with a reasonable figure before then.

Thanks so much for your helpfulness.

Very sincerely,

Robert Watts Thornburg

RWT/BNP



A WORLD SERVICE AGENCY

June 2, 1977

2153 Ferncliff Road  
Charlotte, N.C. 28211

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

Dear Bob:

In your letter of May 26th you expressed an interest in Dr. Rupert's response to the letter which I wrote to him on May 19th. A copy of his reply is attached.

Quite a bit of confusion had existed in my mind on this matter as I was told that the Judicial Council ruling was on Paragraph 934.6 of The Discipline. His reply, plus your letter of May 26th., has for the time clarified the matter for me. Obviously, there is still a question as to what the final ruling will be on the various Paragraphs mentioned in the ruling.

It is my understanding that our Annual Conference will probably seek clarification on all of the items relating to waiver of salary, but, in the meantime, Paragraph 934.6 stands as a valid piece of legislation.

Bob, I am planning to put out 1979 National Consultation meeting high on the agenda for our Houston meeting in September. I think it is extremely important that we have a good show planned, and I want to talk about ~~the~~ directions it should take, i.e., topics, speakers, etc. Also, I would like to have specifics from you as to the amounts and types of expenses which we could reasonably expect from your Division. I would appreciate any thoughts that you have on the matter, even prior to the Houston meeting, if possible.

Sincerely yours,



James H. Womack

Enclosure



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

May 26, 1977

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

Dear Jim:


Thanks for your May 20th memo on the reminder of the September 1-2 date in Houston. Thanks also for the notation on Ralph's wife's death. I had been in touch with him sometime ago and frankly it did not occur to me to inform the rest of the committee members since I believe that they would already know. I am in serious pastoral fault at that point.

Thanks also for the copy of your proposed minimum salary questionnaire.

I am sure by now Hoover has sent you a copy of the ruling concerning Par. 451.3. I testified at rather great length on that, and supported the unconstitutionality of the paragraph which would allow any other pastors to make the waiver--other than couples in ministry. I think now it is clear that they are the only ones who by 451. can seek that waiver. However, I'll be interested in Hoover's response.

Looking forward to seeing you in September.

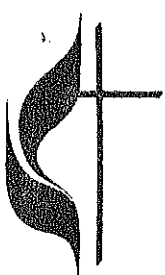
Very sincerely,

  
Robert Watts Thornburg

RWT/BNP



A WORLD SERVICE AGENCY



*Handwritten initials*

# THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church  
A Fellowship of the Division of the Ordained Ministry  
July 19, 1977

## 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

*addressed individually to  
all Conf. Chmn. C.O.E.S.*

One of the services which your steering committee plans to provide you from time to time is across-the-church information on salaries and related items of ministerial support.

In time, most of the data is available from various church records, however, we believe that it is much more valuable for all concerned when it is as nearly current as possible. For this reason, we are asking that you give us the requested information for your conference on the enclosed form.

As soon as possible after the receipt of the information from all Annual Conferences, we will prepare a summary sheet of the data showing minimum salary ranges, salary ranges for D.S's., ranges of other support items, formulas used by others that offer different approaches to salary setting, etc., etc. A copy of the summary will then be mailed to you.

A self-addressed envelope is enclosed for your convenience in returning your form. Thank you for sharing this information with us.

Sincerely yours,

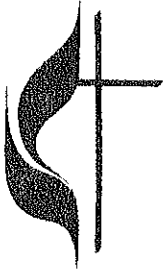
*James H. Womack*

James H. Womack

P.S. If any of the information requested is not easily available to you, please send what you have rather than to delay your reply.

1. Name of Conference \_\_\_\_\_
2. Minimum Salary Scale for 1978 (Show by classification - Conference Member, Probationer, Student, etc.)  
\_\_\_\_\_  
\_\_\_\_\_
3. Dollar limitations on Conference support, if any \$ \_\_\_\_\_
4. Other income items that are guaranteed: Insurance \$ \_\_\_\_\_  
Allow. for Children \$ \_\_\_\_\_ Travel Reimbursement \$ \_\_\_\_\_ Other \$ \_\_\_\_\_
5. Method of arriving at Minimum Salary Scale for 1978: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
6. Amount budgeted for Minimum Salary support for 1978 \$ \_\_\_\_\_
7. Conference Average Salary for last year available 19\_\_ \$ \_\_\_\_\_
8. Salary Scale for District Superintendents for 1978 \$ \_\_\_\_\_
9. Method of arriving at District Superintendent's Salary \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
10. Pension Annuity Rate for 1978 \$ \_\_\_\_\_

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



# THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church

A Fellowship of the Division of the Ordained Ministry

July 19, 1977

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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

The Rev. Kenneth Miller  
4845 Brockton Avenue  
Riverside, California 92506

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

Dear Mr. Miller:

One of the services which your steering committee plans to provide you from time to time is across-the-church information on salaries and related items of ministerial support.

In time, most of the data is available from various church records, however, we believe that it is much more valuable for all concerned when it is as nearly current as possible. For this reason, we are asking that you give us the requested information for your conference on the enclosed form.

As soon as possible after the receipt of the information from all Annual Conferences, we will prepare a summary sheet of the data showing minimum salary ranges, salary ranges for D.S.'s., ranges of other support items, formulas used by others that offer different approaches to salary setting, etc., etc. A copy of the summary will then be mailed to you.

A self-addressed envelope is enclosed for your convenience in returning your form. Thank you for sharing this information with us.

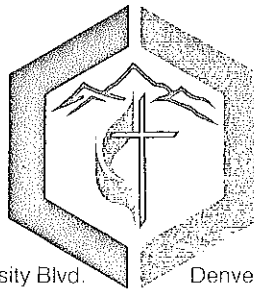
Sincerely yours,

James H. Womack

*I am retired. I am not here this job for two years -*

P.S. If any of the information requested is not easily available to you, please send what you have rather than to delay your reply.

*Write to Ray Wagon  
5250 Santa Monica Blvd  
Los Angeles Ca 90029*



ROCKY  
MOUNTAIN  
CONFERENCE  
OF THE UNITED METHODIST CHURCH

Harold C. Knudsen, Fiscal Officer • 2200 So. University Blvd.

Denver, CO 80210 (303) 733-3736

July 26, 1977

Dear Ken:

*note*

Just a hurried, to answer the questions you asked in your letter that arrived yesterday.

I shall accept your offer of tickets for Astros-Mets game on Wednesday the 31st. I shall arrive by Continental at 2:57P.M. on flight 984. If this isn't early enough to get to the motel and then the game let me know. I assume those coming in early enough for the game will most likely join each other for dinner before hand. Such word you can leave at the motel for me. I shall be haapy to share a room with two double beds with someone and help cut expenses. I shall also be returning on Friday night on the 9P.M. peanut flight of Texas International.

Virginia will not be able to come with me because of conflicts in schedules here and our vacation to California in mid-Sept. I shall be returning from the western slope on Tuesday late or early Wed. of the week I come to Houston. Since we will be making the trip to bring back fruit she will stay home and can.

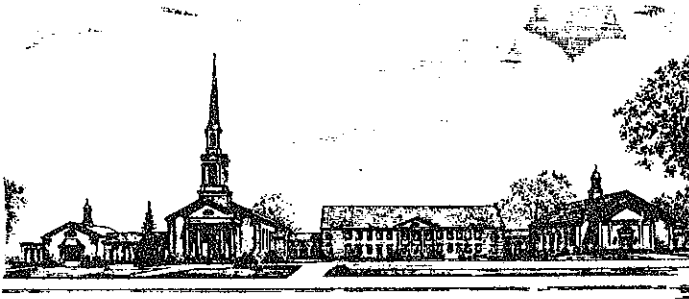
Looking forward to seeing you and Houston.

Sincerely,

Harold C. Knudsen

cc: Jim Womack

*Just so you will know my schedule and plan to attend. God  
Hope all is well with you & yours.*



Porterfield Memorial  
United Methodist Church

2200 DAWSON ROAD • ALBANY, GEORGIA 31707

TELEPHONE: (912) 436-6336

MINISTERS:

Donald M. Kea  
E. Jarrell Lillard  
Charles E. Ruehl

July 26, 1977

Dear Jim:

I am chairman of the S. Ga. Commission  
and I moved in June.

My new address

Rev. Donald M. Kea  
2200 Dawson Road  
Albany, Ga. 31707

Please change on all your correspondence and  
send to any other mailing lists.

Yours,  
Don

July 27, 1977

2143 Ferncliff Road  
Charlotte, N.C. 28211

The Reverend Charles R. Kiser  
Vine Grove United Methodist Church  
306 High Street  
Vine Grove, Kentucky 40175

Dear Mr. Kiser:

Thank you for returning the questionnaire, and for the information that you are the new chairman of the Kentucky Conference Chairman, Commission On Equitable Salaries.

As you may remember in Kansas City, we set the date for the next National Consultation as "the fall of 1979"; the date and place to be set by the Steering Committee. This has not yet been done, but I will notify you long in advance of the time.

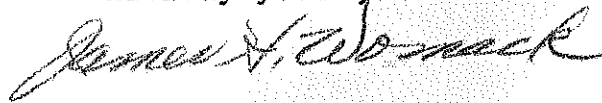
Four years is a long time between meetings for an organization of this kind, and I have been toying with the idea of having an interim meeting in 1978. I have not yet discussed this with the other members of the Steering Committee, but will do so in the near future.

In the meantime, I would be very much interested in you thoughts on the idea. Would you think there would be a good response on the part of the members, and, more specifically, would you be interested in having representatives attend from your conference? Please reply at your earliest convenience as I will be meeting with the Steering Committee at the end of next month.

interest

Your continued/in the Consultation is greatly appreciated, and I hope that you will let us know of any way that we may serve you.

Sincerely yours,



James H. Womack

Church Office

Telephone: 877-5231

Parsonage: 301 Church Street

Telephone: 877-5223

*Vine Grove*  
*United Methodist Church*

306 High Street  
VINE GROVE, KY. 40175

July 22, 1977

CHARLES R. KISER  
Minister

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

Dear James:

I am the new Chairman for Equitable Salaries for the next four years. Please send all mail to my address.

I also would like to know when and where will our next meeting be held.

Sincerely,



Charles R. Kiser



August 2, 1977

2143 Ferncliff Road  
Charlotte, N.C. 28211

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

Dear Dr. Steele:

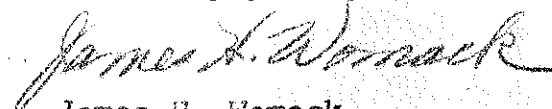
Thank you for your letter of July 26th., and for the portion of your study which you enclosed. I shall be glad to share it with the other members of the Steering Committee at our meeting in Houston on September 1, 1977.

We appreciate the interest which you have shown in the work which our Consultation is engaged, and we are glad that you included that field when you made it a part of your study. We look forward to seeing the full report as soon as it is completed.

The questionnaire to which you refer, and which was enclosed in your letter of July 6th., was returned to you within the week. If you are unable to locate it, I will be glad to fill out another one for you.

I have recently circularized the conference commission chairmen, and have discovered some changes that have occurred since the preparation of the list by Dr. Lambert. They are listed on the attached sheet; I hope they will be of benefit to you.

Cordially yours,

  
James H. Womack

# AUBURN UNIVERSITY

AUBURN ALABAMA



36830

SCHOOL OF BUSINESS

Office of the Dean

July 26, 1977

Telephone 826-4030  
Area Code 205

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

Dear Mr. Womack:

Last week I talked with Reverend Kenneth Lambert concerning the National Consultation on Equitable Salary Programs. I was seeking from him an up-dated list of the various conference chairmen for the program.

During our discussion, Reverend Lambert suggested that I contact you if I had anything from my study of the Equitable Salary Programs of the various conferences which might be of interest to you for the September 1 meeting of the Executive Committee. Currently, I am requesting each of the chairmen to complete a questionnaire which will enable me to up-date, improve the accuracy, and add perception to my study. So far, I have had a good number of returns but many are still out. I shall value your return especially because of your special knowledge and interest in the program.

I have completed a twenty-eight page working paper of my study. With the information from the questionnaire and other sources, I am planning to revise this statement for possible publication by a unit of the United Methodist Church for distribution to the town and country committees.

Enclosed are the several pages of conclusions which are contained in this working paper. Should you wish to do so, you could utilize these at the September meeting, noting, if you would, that they are preliminary.

I am looking forward to receiving your questionnaire and would appreciate any suggestions and comments on the program which you might have for me.

Sincerely yours,

A handwritten signature in cursive script that reads "H. Ellsworth Steele".

H. Ellsworth Steele  
Associate Dean

bcc

Enclosure

publicity would encourage the local charge and pastor to redouble efforts to attain self-sufficiency.

In most if not all conferences, the Commission on Equitable Salaries is only one agency providing salary supplementation to pastors. Among its competitors are the Boards of Global Ministries and the Temporary General Aid Fund. In California-Nevada, Maine and Each Ohio, at least, the commissions have sought responsibility for coordinating all conference funding of local church salaries.

XII. Is the program reaching its goal?

The relentless migration of Americans from the small towns and countryside into the larger communities continually drains members from the small United Methodist Churches throughout the nation. Attached to the buildings for which many of the members have sacrificed and held by deep loyalties to friends and community, the remnants of the congregations are reluctant to close the old churches to adjust to the new and unhappy situation.

The church's minimum salary and equitable salary programs attempt to rescue these small and weakened churches left stranded in the open areas and hamlets. These churches, even when combined in circuits, are usually unable to pay without assistance, a sufficient salary to attract and retain a college-trained clergyman.

Salary considerations govern pastoral assignments just as they govern personnel assignments throughout our society. Therefore, the church's philosophy that pastoral salaries are primarily a local concern has meant that the struggling rural churches have been served mostly by neophytes and those more experienced

pastors for whom the Bishop and Cabinet have not found more suitable positions. Thus, to this ministry which is in some respects a specialized one requiring scarce abilities, the church has allocated only its "left over" talent.

Pastoral work loads are of concern to many of the conference commissions on equitable salaries which recognize that the total congregation in many charges includes only a few families. If the entire conference is to subsidize such charges, the conference has a right, and an obligation, as Dr. Davis declares, "to impose standards of stewardship on the congregation and standards of performance on the pastor." If this is not done, the church winds up "subsidizing mediocre leadership and recalcitrant congregations rather than benefiting the mission and ministry of the church."<sup>80</sup>

As they are currently operated, the equitable salary programs press small congregations to go out of business in order to save money for the conference. Several alternatives are available for exploration, however. Whenever possible, small churches might be merged to create larger units which would be economically and educationally viable. Others might be reorganized into "larger parishes" utilizing a senior trained clergyman and a junior clergyman, both on salaried appointments, assisted by selected lay speakers serving in a volunteer capacity.<sup>81</sup>

The ideal of a full-time seminary-trained pastor in all churches, or even in all charges, is not feasible. There are too many small congregations unable to pay the necessary salaries. The response of the conferences which have examined the basic salary plan makes clear that the larger, wealthier churches are

not ready to contribute enough to enable the equitable salary commissions to attain this goal. Indeed, most commissions have other objectives. Most of them are pressing their subsidized congregations to become self supporting. These commissions are stressing adequate workloads and good stewardship ahead of greater sharing to bring better-trained ministers into the smaller communities touched by the church.

Some of the commissions have taken forthright steps to provide additional—but limited—assistance for specialized ministries. Nevertheless, these exceptional efforts do allow the Bishop and cabinet to better utilize the ministerial talents at their disposal.

A few commissions have established guidelines for all churches to follow in deciding on salaries for their pastors. Most commissions, however, continued to be minimum salary commissions despite the change in title. Their goal is to protect their bretheran from having to live on poverty incomes. Examination of the minimums established throughout the country in the past several years indicates that the commissions, with the support of their conference treasuries, have been successful in this endeavor.

# AUBURN UNIVERSITY

AUBURN



ALABAMA

36830

SCHOOL OF BUSINESS

July 6, 1977

Office of the Dean

Telephone 826-4030  
Area Code 205

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

Dear Mr. Womack:

Members of the Equitable Salary Commissions and of the Conference Councils of the United Methodist Conferences across the country have kindly supplied a great deal of information for my study of the church's Equitable Salary Program. At this point, I need your evaluation of various aspects of the programs as they are being carried out and some additional information.

To secure this, I have developed the enclosed questionnaire. Please complete it on the basis of your Conference's program. If you need more space to answer, please note "over" and write on the back side, identifying your answer by the question number.

If you use a "work sheet" or "application" in administering your program, I would appreciate your enclosing a copy with your questionnaire.

Once the answers are in, I will summarize the results and share them with you. Thank you very much for your continuing assistance.

Sincerely yours,

A handwritten signature in cursive script that reads "H. Ellsworth Steele".

H. Ellsworth Steele  
Associate Dean

bcc

Enclosure

# AUBURN UNIVERSITY

AUBURN



ALABAMA

36830

SCHOOL OF BUSINESS

Office of the Dean

Telephone 826-4030  
Area Code 205

September 28, 1976

Mr. James H. Womack, Chairman  
Commission on Equitable Salaries  
Western North Carolina Conference  
United Methodist Church  
2143 Ferncliff Road  
Charlotte, NC 28211

Dear Mr. Womack:

Thank you very much for the information you sent me concerning the Equitable Salary Program in the Western North Carolina Conference. By now I have received responses from all but four or five of the conferences and am analyzing the various plans.

One of the gratifying aspects of my study has been the expression of interest in it by many of the Chairmen and others with whom I have been corresponding. When the study reaches an appropriate form, I will send copies to each person who has expressed an interest in receiving one.

Thank you again for your interest and for the assistance you have given me.

Sincerely yours,

A handwritten signature in cursive script that reads "H. Ellsworth Steele".

H. Ellsworth Steele  
Associate Dean

mb

September 16, 1976

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

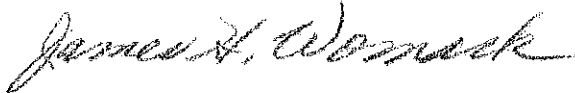
Dear Dr. Steele:

In response to your letter of April 22, 1976, I sent you a copy of the current plan for Equitable Salaries for the Western North Carolina Conference of The United Methodist Church. The information was to be used in a comparative analysis which you were making of various conferences of our Church.

At that time, I expressed my interest in seeing a copy of the results of the study when it was completed. Also, to inquire whether you would be willing to share ~~with~~ me?

I am sure the information that you have developed would be very helpful to me, and I would greatly appreciate a copy of the analysis.

Sincerely yours,



James H. Womack, Chairman  
Commission On Equitable Salaries



May 2, 1976

Dr. H. Ellsworth Steele  
School Of Business  
Auburn University  
Auburn, Alabama 36830

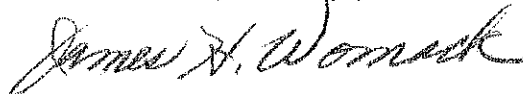
Dear Dr. Steele:

In response to your letter of April 26, I am enclosing a copy of the Conference Journal pages which covers our Commission report for 1976.

The total budgeted amount for our Commission is in another section of the Journal, and you may be also interested in that; \$351,000 for minimum support, and \$20,000 for Discretionary (Sustentation).

Our Conference is, of course, always interested in what others are doing, and I would greatly appreciate your sending me a copy of your report when it is completed.

Yours very truly,



James H. Womack

# AUBURN UNIVERSITY

AUBURN



ALABAMA

36830

SCHOOL OF BUSINESS

Office of the Dean

Telephone 826-4030  
Area Code 205

April 26, 1976

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

Dear Mr. Womack:

As a member of the Economics Department of Auburn University and as a member of the Equitable Salary Commission of the Alabama-West Florida Conference of the United Methodist Church, I am undertaking an in-depth study of our Equitable Salary Program. As part of this study, I wish to compare the provisions of our Equitable Salary Plan with the provisions in the plans for other conferences.

As a first step in this analysis, I need to secure copies of the plans of the other conferences. You would be giving my study a great lift if you could send me a copy of the plan for the Western North Carolina Conference. If you should have access to a Xerox machine so that you could send me the appropriate pages from the Conference Journal carrying the present plan, that would be ideal.

Thank you very much for your assistance.

Sincerely yours,

A handwritten signature in cursive script that reads "H. Ellsworth Steele".

H. Ellsworth Steele  
Associate Dean

mb



Samuel P. Auslam  
Director

## COUNCIL ON PROFESSIONAL MINISTRIES

NORTHWEST TEXAS ANNUAL CONFERENCE

August 4, 1977

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

Dear Jim:

Your letter of July 27, 1977 arrived while I was out of the office, hence the delay in replying.

It appears to me that four years is a long time between meetings of the National Consultation on Equitable Salaries. Therefore, I concur in your feeling that a consultation should be held in early 1978.

The thrust of the 1978 consultation could be as follows:

1. A review of the 1976 General Conference Legislation with particular reference to interpretation of Judicial Council decisions.
2. Orientation for new chairpersons and other officers of the Conference Commissions.
3. The beginning of dialogue related to desired legislation for the 1980 General Conference.
4. Dialogue concerning the new relationship with the Division of Ordained Ministry of the General Board of Higher Education and Ministry of the United Methodist Church.
5. A discussion of the responsibility of National Consultation on Equitable Salaries as it might be related to Diaconal Ministry.

The name and address of the new Chairperson of the Northwest Texas Conference Commission on Equitable Salaries is as follows:

Mrs. Wilmer Smith  
Route 1  
Wilson, Texas 79381

Page 2  
Reverend James H. Womack  
August 4, 1977

Thank you for your letter and the prospective date of the regularly scheduled National Consultation. We have noted that the regular Consultation will be held in the fall of 1979.

If we may be of further help in any way as you continue the good work of the National Consultation, please let us know.

Sincerely,



Samuel P. Auslam

SPA:md

cc: Mrs. Wilmer Smith

July 27, 1977

2143 Ferncliff Road  
Charlotte, N.C. 28211

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

Dear Samuel:

In response to your letter of July 22nd., a National Consultation will be held in the fall of 1979. The date and place have not yet been decided, but I will certainly notify you as soon as the plans are completed.

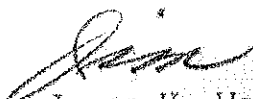
Four years is a long time between meetings of this kind, and there is always the problem of maintaining interest in the organization, particularly when there are changes in the membership of the various conference commission members.

I have not yet discussed this idea with the other members of the Steering Committee, but I have been toying with the possibility of holding another consultation in the interim- probably in early 1978. I feel that it would help to renew the interest and support of the old members, and would give the new members an opportunity of seeing the advantages of supporting it. This should also give everyone a better insight into the workings of the consultation, and make them feel more a part of it. Please let me know what you think of the idea; whether you think it would be well supported, and whether your conference would be willing to send representatives?

We are currently engaged in a survey across-the-church on salaries, and related benefits. I mailed a copy of the questionnaire to the former commission chairman, but I need the address of your new chairman, Mrs. Smith, so that I may send one to her. Will you please send her address when you reply to the above?

I appreciate the interest which you have shown all along in the Consultation, and I will value your thoughts on the questions above.

Sincerely yours,

  
James H. Womack

July 27, 1977

2143 Ferncliff Road  
Charlotte, N.C. 28211

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

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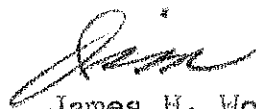
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I appreciate the interest which you have shown all along in the Consultation, and I will value your thoughts on the questions above.

Sincerely yours,



James H. Womack



COUNCIL ON PROFESSIONAL MINISTRIES  
NORTHWEST TEXAS ANNUAL CONFERENCE  
July 22, 1977

Samuel P. Auslam  
Director

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

Dear James:

Mrs. Wilmer Smith, new Chairperson of the Northwest Texas Conference Commission on Equitable Salaries, is interested in learning the date of the next National Consultation.

If my memory serves me correctly, the National Consultation is normally held sometime during the fall before General Conference. We would appreciate any information you may give concerning the date in order that we may make our plans to attend.

Thank you for your assistance in this matter.

Sincerely,

*Sam*  
Samuel P. Auslam

SPA:md

cc: Rev. Ralph Fellersen  
Dr. Kenneth M. Lambert  
Mrs. Wilmer Smith

Dictated by Rev. Auslam  
Signed in his absence

August 8, 1977

2143 Ferncliff Road  
Charlotte, N.C. 28211

Dr. Kenneth M. Lambert  
Bethany United Methodist Church  
3511 Linkwood Drive  
Houston, Texas 79025

Dear Kenneth:

Bishop DeWitt has just notified me that he will be unable to attend our meeting in Houston due to a called meeting of the officers of the GCOM, GCFA, & Board Of Global Ministries.

I presume that he has notified you direct, but I thought I had better send this in case he had not. Hope the response from all the other members is in the affirmative.

Looking forward to seeing you on the 31st., I am,

Sincerely,



James H. Womack



August 10, 1977

2143 Ferncliff Road  
Charlotte, N.C. 28211

Bishop Jesse R. DeWitt  
325 Emerald Terrace  
Sun Prairie, Wisconsin 53590

Dear Bishop DeWitt:

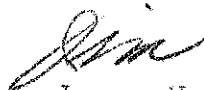
I am so sorry that you will be unable to meet with us in Houston. I understand the reason, but it does not change my feelings - I will miss you there.

Since my letter of July 27th. to the Steering Committee, I have suggested to Bob Thornburg that the money that has been allocated for Workshops in 1977-78 might better be spent in bringing conference chairmen together in a national gathering similar to the one in Kansas City. With this we would be able to deal with the leaders in policy matters affecting the future of the Consultation rather than the nuts and bolts of Annual Conference commissions operations; this detail to be left up to the respective conference chairmen. Bob is much in accord with the idea, and that is what I will be trying to sell to the Committee in Houston.

May all of the decisions reached at your meeting be right ones.

Keep us in your prayers.

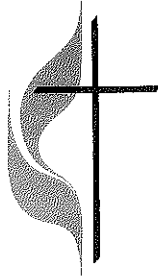
Cordially,



James H. Womack

THE UNITED METHODIST CHURCH

WISCONSIN AREA



JESSE R. DeWITT  
Resident Bishop

MARY E. RUSSELL  
Administrative Secretary

325 Emerald Terrace  
Sun Prairie, Wisconsin 53590  
Telephone: (608) 837-8526

August 2, 1977

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

Dear Jim:

I received your letter and regret that I will not be able to attend the August 31-September 1st meeting in Houston. There has been a called meeting of the G.C.O.M. and G.C.F.A. and Board of Global Ministries officers and I must attend.

Peace and Power to all of you in your meeting.

Sincerely yours,

A handwritten signature in cursive script that reads "Jesse R. DeWitt".

Jesse R. DeWitt

JRD/mr



COUNCIL ON PROFESSIONAL MINISTRIES  
NORTHWEST TEXAS ANNUAL CONFERENCE  
August 10, 1977

Samuel P. Auslam  
Director

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


Dear Jim:

You will find enclosed the completed survey form from the National Consultation on Equitable Salaries as it is related to the Northwest Texas Conference.

This form was completed and is being forwarded to you at the request of Mr. T. M. Deffebach, Secretary of the Northwest Texas Conference Commission on Equitable Salaries.

If we may be of further help, please let us know.

Sincerely,

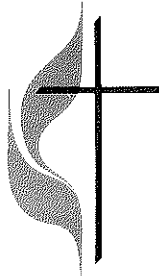
  
Samuel P. Auslam

SPA:md  
Encl.

cc: Mrs. Wilmer Smith  
Mr. T. M. Deffebach

THE UNITED METHODIST CHURCH

WISCONSIN AREA



JESSE R. DeWITT  
Resident Bishop

MARY E. RUSSELL  
Administrative Secretary

325 Emerald Terrace  
Sun Prairie, Wisconsin 53590  
Telephone: (608) 837-8526

August 15, 1977

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

Dear Reverend Womack:

Your letter of August 10th to Bishop DeWitt was received this morning. At the present time, Bishop DeWitt is out of the country. He will return the latter part of the month and I am sure will respond to your letter as soon as is possible.

Sincerely yours,

A handwritten signature in cursive script that reads "Mary E. Russell".

Mary E. Russell

August 17, 1977

2143 Ferncliff Road  
Charlotte, N.C. 28211

Ms. Hazel W. Corson  
184 Farmington Road  
Rochester, N.H. 03867

Dear Ms. Corson:

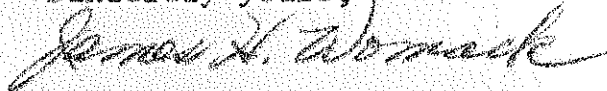
Thank you for compiling and mailing to us the data on the questionnaire for the New Hampshire Annual Conference; also, for the information on the Reverend Ann Partner.

We are in the process of updating the roster of the chairpersons of the various Annual Conferences now serving in the area of Equitable Salaries, and we would be grateful if you would give us the name of the Reverend Partner's successor. A self-addressed, stamped envelope is enclosed for your convenience in replying.

From the information in your letter it appears that the responsibility for the equitable salaries work lies in the Board Of Global Ministries. Would you please clarify whether it is a separate commission, or whether it is indeed handled by Global Ministries.

Thank you in advance for your cooperation in complying with our request.

Sincerely yours,



James H. Womack

Mr. James N. Komack  
2143 Ferncliff Rd.  
Charlotte N.C. 28211

Dear Sir,

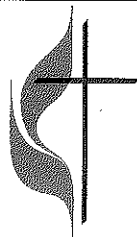
Your letter of July 19, 1977 to the Rev. Ann Partner was sent to me for reply, as Rev. Partner is no longer chairperson of the Area of Global Ministries.

I am indebted to the Rev. William Keefe, Program Chairman, for the 1978 figures.

Yours truly,

Hazel W. Corson, Treas.  
Area of Global Min.  
S. N. Conf. of U.M.C.

Hazel W. Corson  
184 Farmington Road  
Rochester, N.H. 03867



*To Jim Womack*

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

August 26, 1977

Memorandum To: Bishops of The United Methodist Church  
G.C.F.A. Council Members  
C.F.A. Presidents  
Annual Conference Treasurers

From: John F. Norwood, Associate General Secretary  
Div. of Administrative Services

Re: Summary of Equitable Salary Plans

We are enclosing the Summary of Equitable Salary Plans in the Annual Conference of The United Methodist Church for your inspection.

As the need for certain information arises and time permits we hope to continue to develop more surveys and send them to you for your information and application in your local situations. Our hope is that they prove as useful and helpful to you as they are in our office.

Your comments, suggestions, inquiries and even criticisms are most welcome.

A SUMMARY OF EQUITABLE SALARY PLANS  
IN THE ANNUAL CONFERENCES OF  
THE UNITED METHODIST CHURCH

The tabulation which follows presents an overview of the equitable salary plans in effect in the annual conferences of The United Methodist Church during 1977. These were the plans approved at the 1976 annual conference sessions, and the information has been taken entirely from reports printed in the 1976 annual conference journals.

The information which has been tabulated is limited to the following:

1) the base or minimum levels of support set by the annual conferences for ministers serving pastoral charges full-time in four classifications: conference members in full connection (FC), probationary members (PM), associate members (AM), and full-time local pastors (FLP). Many annual conferences set other lower levels of support for such classifications as student and part-time local pastors, probationary members serving part-time, and retired conference members serving charges. None of this data has been included in these tabulations.

2) factors such as work load, experience, and family size which have been established by the conferences as the basis for guaranteeing levels of support higher than the minimum or base amounts.

3) the relationship set forth in the conference's equitable salary plan between the base salary and travel expenses and utilities allowances. In many instances where travel and/or utilities are shown to be additional, there is the stipulation that they are to be paid by the charge, and that conference equitable salary funds will not be used to guarantee their payment. The treatment of travel and utilities is the main factor which makes a comparison of support levels in the various annual conferences difficult. When these items are included in the base support level, there is usually no way to arrive at a base salary figure that can be compared with other conferences where travel and utilities allowances are in addition to the base salary figure.

In addition to the data presented in these tables, most annual conference equitable salary reports contain statements of policy governing the conditions under which conference funds may be used for salary support. These conditions include such factors as minimum work load (number of members in a church or charge) and maximum supplements payable to any one charge or minister.

Corrections, comments, and inquiries should be directed to:

Division of Administrative Services  
Section on Records and Statistics  
General Council on Finance and Administration  
1200 Davis Street  
Evanston, Illinois 60201

August 1977



Annual Conference	Equitable Salary Schedule		Parsonage Utilities	Travel Expense	Other Factors/Notes
	Base Amounts	Additions	Additional Included	Additional Included	
Alabama- West Florida	FC, PM \$9,700 AM 8,500 FLP 7,900		Not specified in report	Not specified in report	
Alaska Missionary	Full-time \$9,200	Area adjustments: Kenai Peninsula, +6%; Fairbanks, +8%; Nome, +26%. One-half of minister's social security.	Not specified in report	Not specified in report	
Baltimore	FC, PM, AM \$7,900 FLP 7,900	\$300 for each completed 5 yrs. service through 25 yrs. \$300 after 5 yrs. with annuity claim.	X X	\$1,500 \$1,500	
California-Nevada	(See Notes)				Percent of Genl. Bd. of Pensions' avg. salary, less their allowance for housing: 1-5 yrs. full-time service, 70%. 6-15 yrs., 71%-80%.
Central Illinois	FC, AM, PM \$9,593 FLP 8,692		Not specified in report	Actual Voucher	
Central New York	FC \$8,450 PM (Sem. grad.) 7,950 AM 7,950 PM (other) 7,550 FLP (course of study grad.) 7,450 FLP (other) 6,950		X	\$400 minimum up to \$1000 on voucher	FC amount set at 87% of avg. cash salary. Recommendation to charges to pay \$100 per full-time yr. of service beyond minimum.
Central Pennsylvania	FC \$8,300 PM 7,800 AM 7,700 FLP (ordained) 7,200 FLP (unordained) 6,800	\$100 for each 3 yrs. service to 24 yr. maximum (8 yrs. maximum for PM). \$100 per yr. continuing education may be accumulative.	X	\$800 or actual	
Central Texas	FC \$7,560 PM, AM 6,300 FLP (elder, 5 yrs. service) 5,670 FLP (other) 5,300		X	X	
Detroit	Conf. Members \$9,400 FLP 8,400	Full family Blue Cross/Blue Shield	\$600-\$700	\$1,500	

Annual Conference	Equitable Salary Schedule		Parsonage Utilities	Travel Expense	Other Factors/Notes
	Base Amounts		Additional Included	Additional Included	
East Ohio	FC, AM, PM (sem. grad.) \$8,000 FLP (course of study grad.) 7,400 FLP (other) 6,900		all ----- as worked out by D.S.	\$1,000 min. ----- as worked out by D.S.	
Eastern Pennsylvania	FC \$8,400 PM (sem. grad.) 8,190 AM 7,980 FLP (ordained) 7,245 FLP (other) 7,035	Hospitalization, major medical insurance \$200 after 5 yrs. service, plus \$40 for each additional year.	X	X	
Florida	FC (sem. grad.) \$8,500 PM (sem. grad.) 8,300 FC (other) 8,000 AM 7,600 FLP 7,200		Not specified in report	X	
Holston	FC (sem. grad.) \$9,200 PM (sem. grad.) 8,800 FC (other) 8,700 PM (other) 8,500 AM 8,350 FLP 7,700	\$100 for each church beyond two	X	Report not clear - see 1976 Journal, page 115 - Item I, c,4, and page 117, Item V	
Iowa	Conference Mem- bers, AM, and FLP \$9,634	\$500 for two-point charge \$1000 for three or more points	Not specified in report	Not specified in report	
Kansas East	All full-time \$7,800	\$450 after 5 yrs. full-time service	X	X	
Kansas West	Full-time--Con- ference mem- bers and associates \$9,350		Not specified in report	Actual	
Kentucky	FC, PM \$9,000 AM 7,000 FLP 6,000		X	X	

Annual Conference	Equitable Salary Schedule		Parsonage Utilities	Travel Expense	Other Factors/Notes
	Base Amounts	Additions	Additional Included	Additional Included	
Little Rock	All full-time \$7,000		X	X	
Louisiana	Full-time, no dependents \$5,100	\$800 if married Additional, not to exceed \$1,600, based on \$400 per additional church and/or \$400 per dependent child	X	X	
Louisville	FC, PM \$8,000 AM 6,600 FLP 6,400		X	X	
Maine	FC \$8,300 PM, AM 7,300 FLP 6,900		X	X	Requests for travel supplementation will be evaluated in hardship cases.
Memphis	FC, PM (sem.grad.) \$9,200 AM, PM (other) 8,200 FLP 7,700	\$150-two-point charge \$250-three-point charge \$350-four or more points on charge	Not specified in report	Not specified in report	
Minnesota	FC, PM (ordained) \$8,500 AM (ordained) 7,650	2-1/2% increment for each full-time service yr., up to 10 increments Minister's share of group health and life insurance, personal pension contribution	X	X	
Mississippi	FC \$7,000 PM 6,600 AM 5,800 FLP 5,400	\$600 for married pastors \$1,000 for married pastors with children	X	X	
Missouri East	All full-time \$8,600		X	X	
Missouri West	All full-time \$8,000		X	X	
Nebraska	Ordained, (sem. (grad.) \$9,400 Ordained, (4 yrs. college) 8,600 Ordained (2 yrs. college) 8,400 Ordained 8,200	\$100 per yr. of service, up to 10 yrs.	X	X	Amounts include HMEP, personal pension contribution, if paid by church

Annual Conference	Equitable Salary Schedule		Parsonage Utilities	Travel Expense	Other Factors/Notes	
	Base Amounts	Additions	Additional Included	Additional Included		
New Hampshire	FC PM, AM FLP	\$7,700 7,000 6,500	FC only - \$200 with 20 yrs. or more experience	X	X	
New Mexico	FC, AM, PM FLP	\$7,600 7,400	\$200 if married \$400 if married with dependent children	X	X	Travel additional for charges of two or more churches
New York	FC, AM, PM FLP	\$8,670 8,170	\$500 after 5 yrs. service \$1,000 after 10 yrs. service Health, disability, death benefit premiums	X	\$850	
North Alabama	FC, Sem. Grad. PM, AM FLP	\$9,000 6,600 6,200	PM, AM, FLP - \$300 if married.	X	X	
North Arkansas	All resident full-time	\$7,000	\$100 for each dependent child	Not specified in report	Not specified in report	
North Carolina	FC, AM FLP	\$8,800 8,200	\$200 if married \$400 with dependent children	X	Up to \$800	
North Dakota	FC, PM AM, FLP	\$9,500 9,100		Not specified in report	Not specified in report	
North Georgia	FC, PM, AM FLP	\$10,000 9,000		Not specified in report	Not specified in report	Hospitalization insurance, social security paid by churches included in base amounts
North Indiana	FC PM, AM FLP	\$7,178 6,994 6,708	\$100 for each dependent child \$200 for each additional church on charge	X	X	Insurance, social security paid for pastor included in base amounts

Annual Conference	Equitable Salary Schedule		Parsonage Utilities	Travel Expense	Other Factors/Notes	
	Base Amounts	Additions	Additional Included	Additional Included		
North Mississippi	Conference Member	\$7,400	Conf. Mem. -\$200 for each yr. seminary PM-\$100 for first yr. advance study course beyond PM requirement AM-\$100 for each of two years advance study course beyond AM requirement FLP-\$100 for each of five years course of study All-\$100 for each church above three churches on charge; pastor's share of hospitalization premium	X	X	Amounts for social security personal pension contribution continuing education included in base
	PM	7,200				
	AM	6,700				
	FLP (License only)	5,600				
North Texas	FC, PM, AM	\$8,735	Up to \$50 per dependent (See Notes) Up to \$20 per yr. served (See Notes) FLP \$873 after 5 yrs. service	X	X	Additional allowance for dependents, yrs. served set on basis of available funds. Base amt. for conf. members is 75% of avg. salary Travel and/or utilities beyond base amounts granted on basis of individual need.
	FLP	6,551				
Northern Illinois	All full-time	\$8,515	\$150 per yr. of service up to 10 yrs. Hospitalization and Medical insurance 5% increment within city limits of Chicago	Not specified in report	\$1,000	
Northern New Jersey	FC	\$9,525	FC only - \$171 per yr. of service up to 10 yrs. All - hospitalization insurance	X		X
	PM	8,825				
	AM	8,300				
	FLP	7,500				
Northern New York	Full-time	\$6,800	\$300 per additional church	X	Not specified in report	
Northwest Texas	FC, PM	\$8,000	\$100 for dependent child. Family insurance premiums.	X		X
	AM	7,000				
	FLP	6,500				

Annual Conference	Equitable Salary Schedule		Parsonage Utilities Additional Included	Travel Expense Additional Included	Other Factors/Notes
	Base Amounts	Additions			
Oklahoma	Conference Members \$6,600 FLP 5,700	If married, \$600-FC, \$900-FLP. \$500 per additional church up to two. \$150 per child up to \$450.	X	X	
Oklahoma Indian Missionary	FC \$6,000 AM 5,600 FLP 5,400		Not specified in report	Not specified in report	Salary scale as reported in "Business of the Annual Conference." 1976 Journal, p. 23.
Oregon-Idaho	Full-time \$8,800	\$250 for 4-9 yrs. service \$500 for 10 or more yrs. service	X	X	Additional travel allowance for two or more churches.
Pacific Northwest	Full-time \$9,717	Increments to 81% and 83% of average salary in second and third year of service	Not specified in report	Not specified in report	Set as 80% of previous year's average salary. Additional travel allowance for two or more churches.
Pacific and Southwest	Full-time \$8,558.	\$107 for each yr. of service through 20 yrs. \$250-\$400 per dependent child, based on child's school classification. \$300 for remote areas of Arizona and California; \$500 for Hawaii.	\$600-\$800	\$900	
Peninsula	FC, PM, AM \$9,200 FLP 7,700		Not specified in report	Not specified in report	
Puerto Rico	No report available				
Red Bird Missionary	No report available				
Rio Grande	FC \$6,300 AM 6,000 FLP 5,700		Not specified in report	Not specified in report	
Rocky Mountain	All full-time \$9,500		Not specified in report	Not specified in report	

Annual Conference	Equitable Salary Schedule		Parsonage Utilities	Travel Expense	Other Factors/Notes
	Base Amounts	Additions	Additional Included	Additional Included	
South Carolina	FC \$9,300 PM 8,050 AM 7,450 FLP 6,800	\$600 for 15 or more yrs. full-time service.	Not specified in report	\$700	
South Dakota	Amount not stated in Report-85% of average cash salary.				
South Georgia	FC \$8,600 PM, AM 7,500 FLP 7,200	\$200 with 10 yrs. service. \$300 for first dependent, \$200 for second, \$100 for each additional.	Not specified in report	Not specified in report	
South Indiana	Seminary Grad. \$9,500 Other full-time 8,500	\$200 for each additional church on charge.	X	X	Seminary grad.-\$10,000 effective 6/1/77.
Southern Illinois	FC, PM \$9,700 AM 8,700 FLP 7,500	\$500 for FC, PM after 5 years service.	Not specified in report	Not specified in report	
Southern New England	FC, PM, AM \$7,055 FLP 6,010	\$1,011 for married conf. member, \$1,045 for married FLP. Health insurance, professional expenses.	X	X	Amounts set as percent of average salary.
Southern New Jersey	FC, AM \$9,125 PM (ordained) 8,575 FLP 8,050		X	Not specified in report	
Southwest Texas	Conference Member \$7,000 FLP (college grad.) 5,950 FLP (other) 5,550	\$500 HMEP/DB. \$66.67 per service yr. for 6th-20th yrs., maximum \$1,000	See Notes	See Notes	Travel and utilities additional up to total remunerations): (including HMEP/DB, but not service yr. additions): \$8,800 (Conf. Member); \$7,750 (FLP-coll. grad.); \$7,350 ((FLP-other). Base set as percent of average salary.

Annual Conference	Equitable Salary Schedule		Parsonage Utilities	Travel Expense	Other Factors/Notes
	Base Amounts		Additional Included	Additional Included	
Tennessee	FC or Sem. Grad. \$8,600 PM 7,700 AM 7,300 FLP 6,900	\$200 for additional churches, but not to exceed \$8,900. 50% of minister's share of insurance coverages, but total remuneration not to exceed \$8,900.	X	X	
Texas	FC, PM, AM \$8,000 FLP 7,000	\$250 per additional church up to \$500. 50% of hospitalization insurance premiums, but total income from church sources not to exceed \$8,000.	Not specified in report	Not specified in report	
Troy	FC, PM, AM \$8,500 FLP 7,500	\$125 for each additional church. \$250 after five yrs. service. \$500 after ten yrs. service	X	\$400	
Virginia	FC \$9,200 PM, AM 8,500 FLP (ordained) 7,900 FLP (unordained) 7,000		Not specified in report	Not specified in report--to be studied for recommendation to 1977 Conference session.	
West Michigan	Amounts not reported; percent of average salary: FC-70%; PM,AM-60%; FLP-55%.		X	X	Commission may increase base for special skills, length of service, number of churches, ethnic considerations
West Ohio	FC, AM \$8,500 FLP 7,700	\$200 per child under 18 living at home. \$100 per yr. of college or seminary completed up to \$400 per degree or \$300 for completion of course of study.	X	X	Base amounts set as percent of average salary.
West Virginia	FC (Sem. grad. or 10 yrs. FC), PM (sem. grad.) \$8,820 FC (other) 7,500 FLP 6,945	\$200 for four or more churches	Not specified in report	Not specified in report	

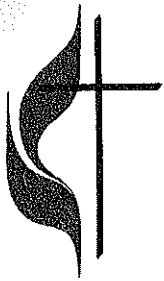


Annual Conference	Equitable Salary Schedule		Parsonage Utilities	Travel Expense	Other Factors/Notes
	Base Amounts	Additions	Additional Included	Additional Included	
Western New York	FC, PM \$8,000 AM, FLP 7,500		X	X	
Western North Carolina	FC \$8,300 PM, AM 7,900 FLP 7,700	\$500 if married. \$400 with 5 or more yrs. service. \$250 per dependent child.	X	X	
Western Pennsylvania	FC, AM (10 or more yrs. experience) \$9,000 PM 8,600 AM (other) 8,400 FLP 7,800	\$100 per additional church	Not specified in report	\$1,000 minimum	Conference recommends, but does not supplement, a scale above minimums, based on years of experience and charge membership.
Wisconsin	Conference Members \$9,200 FLP 8,080	\$70 per yr. of service to maximum of 20 yrs. for conference members, 16 yrs. for FLP	X	X	
Wyoming	FC, PM (sem. grad.) \$7,900 PM (other), AM 7,500 FLP 7,300	\$200 per 5 yrs. service, up to 35 yrs. \$100 per 30 hrs. continuing education beyond M.Div., B.A., or D.Min. Health and accident insurance.	X	X	
Yellowstone	FC \$9,550 PM, AM 9,250 FLP 8,950	\$250 for 5-9 yrs. experience. \$500 for 10 or more yrs. experience	\$850	\$1,470	

NATIONAL CONSULTATION ON EQUITABLE SALARIES  
EXECUTIVE COMMITTEE MEETING - Houston, Texas Sept. 1-2, 1977

AGENDA

1. ~~National Consultation - late 1977 or early 1978?~~
2. ~~Annual Conference Workshops?~~ *Jurisdictional*
3. Report On Judicial Ruling N.427.
4. Report on "Survey On Salary And Related Items".
5. Brief To Judicial Council on Paragraph 934.6. (Waiver of salary) *OK*
6. Report to Executive Committee on plans for Position Paper. *Approved*
7. Treasurer's Report. *OK*
8. Plans for 1979 Consultation. When and where? *Cincinnati to Dallas Nov 15 - Apr 15*
9. ~~Pat Flaherty (Staff position)?~~
10. Guide Book For Commission. (Mitty Gutes)
- ~~11. Report from Dallas National & Board of Trustees~~
12. Expense Report - *OK*



# 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

August 26, 1977 Reply to:

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

To: The Steering Committee  
Re: Houston Meeting

### Ex-Officio

Bishop Jesse R. DeWitt  
Dr. Robert W. Thornburg

The latest word from Houston.

I'm just back from some delightful vacation days and not functioning too swiftly, but these are the latest items of information relative to our meeting next week. I thought you would like to know what to anticipate.

Almost all of us will be in on Wednesday. We will have dinner together about 6:00, go to the ball game, and then Betty and I would like to have you out to our home for a late bite of something sweet.

Thursday you are on your own for breakfast. The Marriott has a good cafe. Jim Womack is suggesting that we not waste the morning since most of us will be here but begin to talk informally about our work about 9:00. The formal meeting will begin at noon with a buffet lunch here at Bethany Church. The meeting will continue all afternoon here and adjourn about 5:30. After some respite at the hotel we will go to dinner about 7:30, the guests of the Texas Conference. No meeting is intended for Thursday evening.

Friday's beginning hour is indefinite, being determined by our sense of the business before us. Adjournment, however is set for noon. Meal plans for Friday will be determined by the group.

If you want to leave contact information, our church number is 713/667-7574 and our secretary will be happy to receive any messages. Otherwise, my home number is 713/723-3974 and the Marriott is 797-9000.

If you have any problems or concerns upon arrival, call me. Otherwise, I will see most of you at the Marriott just before 6:00 on Wednesday.

Kenneth M. Lambert

— An Organization for Commission on Equitable Salaries Personnel —

# BETHANY UNITED METHODIST CHURCH

KENNETH M. LAMBERT  
Pastor



August 9, 1977

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

Dear Jim:

I'm off to Colorado today for a couple of weeks. I will be back in my office about August 26 if you need any later information. As of this date the following plans have been completed.

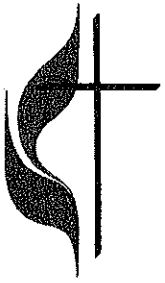
I have heard from everyone except Jim Archer. All will be here except Bishop DeWitt. Bob Thornberg will meet with the Texas Conference Board of the Ministry during Thursday morning but will join us at lunch. Most but not all of our group will be here for the ball game Wednesday evening. I am operating on the assumption that we will gather for a dutch dinner Wednesday and go to the game in a purely social context.

Thursday I would propose that we have a buffet lunch here at Bethany (a la Alfreds delicatessen) and informally begin with the meeting over lunch at high noon. We can flow directly into the meeting proper from that and get in a full afternoon. In the evening I would like to propose a rather formal dinner, the place yet to be determined. We might conduct business there or we can return to an evening session here at the church. You can set up the hours as you see fit. Friday let's have everyone eat as they choose at the Marriott coffee shop, you select an hour for beginning the morning session, and we can plan lunch together, technically after adjournment--perhaps as late as 1:00. I do not think anyone has early departure hours. Thus we might get in five hours Thursday afternoon, some that evening, and as much as four more Friday morning.

I have invited Bishop Crutchfield to greet the committee but he will likely be unavailable. The Texas Conference wants to treat you royally, so just let us know how we can help. I will look forward to talking with you in a few weeks.

Yours sincerely,

*Kenneth M. Lambert*  
Kenneth M. Lambert *aqj*



## THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church  
A Fellowship of the Division of the Ordained Ministry  
July 27, 1977

### 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: Members of the Steering Committee  
From: James H. Womack  
Re: Houston Meeting, September 1-2, 1977

Dear Friends:

You have received from Kenneth Lambert the "first Wave" of information on our meeting in Houston. Our thanks to him for the good job of planning which he is doing.

This, then, may be considered the second wave of information.

Kenneth indicated in his letter my willingness to adjust the meeting schedule if travel plans allow or demand it, and certainly I shall be glad to do so. As a matter of fact, his offer on Wednesday night precipitates the first adjustment.

As I remember the discussions at Denver, the agreement was to start the meeting at noon on Thursday, September 1st., this being the earliest time at which all could get there. This would allow for a 24 hour period due to the departure schedules on Friday, about 7-8 hours of productive time.

Kenneth has given us some very attractive reasons for being in Houston on the evening of August 31st., the evening before the meeting starts - special hotel rates, complimentary tickets to the Mets-Astro game played in the Astrodome (originally called the eighth wonder of the world), and "other social activities", whatever that means. In addition to the fun and fellowship which we could enjoy on Wednesday evening, our arrival then would give us 3-4 hours of valuable time for informal discussions on Thursday, prior to the opening of the meeting at noon. I find this offer irresistible, and I am planning to arrive in Houston in the afternoon of August 31st. I hope that as many of you who can do so will join us for the ball game that night and for the informal discussions on Thursday morning.

The main item of business which we set for the Houston meeting was to develop plans for workshops in 1977-78 for each requesting Annual Conference. In addition, as time permits, we will:

July 27, 1977

Re: Houston Meeting

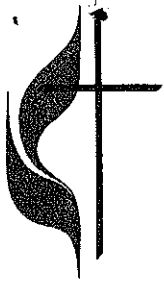
1. Discuss plans for our 1979 National Consultation,
2. Hear an up-date on Judicial Council ruling N. 427, waiver of salary, service, etc.
3. Have Treasurer's Report.
4. Report on the Survey On Salary and Related Items.
5. Other.

Looking forward to seeing you in Houston, I am,

Sincerely yours,



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

July 14, 1977 Reply to:

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

To: Members of the Steering Committee

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

From: Kenneth M. Lambert

Re: Houston Meeting

### Ex-Officio

Bishop Jesse R. DeWitt  
Dr. Robert W. Thornburg

Here is the first wave of information on the upcoming meeting of the Steering Committee scheduled for September 1, 1977 in Houston.

The committee will be housed at the Marriott Hotel in the Astrodome area of Houston. We have contracted for a group rate with the Hotel as follows:

1 person per room, Queen Size bed if desired	\$24.00
2 persons per room, Queen Size bed or two double beds	\$26.00

You can see by the rate structure that if you elect to bring your mate the additional cost is insignificant. Similarly, if you choose to room with another member of the Committee a marked savings can be effected.

Upon arrival at Houston International Airport you take the Aircoach Bus to the SOUTH MAIN TERMINAL (\$4.50 each way). At the Terminal on South Main you will call by direct line to the Marriott. They will send their car to take you to the Hotel (less than a mile). I considered housing us near the Airport but remembered that I always prefer to see a new city and decided the merits of exposure outweighed the savings in time.

Jim Womack intends to begin the meeting at midday. I am suggesting that it begin with lunch so that the socializing which must consume the first hour of a meeting can be accomplished over lunch. Thus we will perhaps formally begin at noon on Thursday, September 1. The meetings will likely be held at my church located about one mile from the Hotel.

July 14, 1977

Re: Houston Meeting

If you choose to come early we can easily arrange for the housing prices to be available to you on Wednesday evening. I would be happy to get complimentary tickets to the Astros-Mets baseball game of Wednesday for any who choose to indulge. I can suggest other social activities for the evening also. The room accommodations will also be available through Friday evening for those wishing to stay longer. No ball game, however.

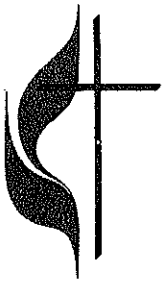
I need some minimal information. Please write me BY AUGUST FIRST disclosing your tentative plans. Let me know when you think you will arrive, what specific accommodations you think you will need, and when you think you will depart. Surely Jim would like to alter the meeting schedule if our travel plans allow or demand it.

We Texans try to be hospitable. Just tell us what you need or want and we will try to be accommodating. But we are not shy about taking charge and setting up things if we haven't been told otherwise.

I will hope to hear from you before the month is over. And I look forward to having you in Houston in September.

Kenneth M. Lambert  
3511 Linkwood Drive  
Houston, Texas 77025





## 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  
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Rev. Matthew H. Gates  
Rev. Harold Knudsen  
Dr. Cyril Stone

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

Reply to:

Cyril Stone  
10218 Belito Lando NE  
Albany, N.Y. 12211

9-7-61

Dear Jim,

Just a quick note to say again it is always good to be with you and I appreciate your leadership and consideration for us all.

I do hope Em - is feeling much better. It was good to get acquainted with your son. He is a very fine looking young man.

I'll be glad to have minutes to see what happened especially with reference to the E.S.C. manual. Also, I find I do not have a current list of addresses of the Steering Committee members. Do you have one or a copy I could have? Thank you & bless you.

Answered 9/19/77

Sincerely  
Cyril

FLORIDA CONFERENCE

*Board Of The Ordained Ministry*

THE UNITED METHODIST CHURCH

September 12, 1977

EXECUTIVE COMMITTEE

RALPH B. HUSTON  
Chairman  
100 SE 2nd Ave.  
Ft. Lauderdale 33301

EUGENE ZIMMERMAN  
Vice-Chairman  
Box 1086  
Tallahassee 32302

WILLIAM A. PICKETT  
Secretary  
Box 548  
Casselberry 32707

ROBERT E. FANNIN  
Treasurer and  
MEFunds Chm.  
1320 W. University Ave.  
Gainesville 32603

RAY FINKLEA  
Chairman  
Psychological Comm.  
1700 N. Meridian Rd.  
Tallahassee 32303

THOMAS G. MITCHELL  
Registrar  
P. O. Box 3767  
Lakeland 33802

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

Dear Jim:

At the present time I am serving as Executive Director of the Commission on Equitable Salaries for the Florida Annual Conference, as the staff person responsible for this position on the Conference Council. We have not organized our new commission and elected a chairman as yet. This will be done at our December meeting. Meanwhile, I would appreciate your sending to me all the information concerning equitable salaries. I would also appreciate your letting me know if a plan has been set for another meeting of the persons working with equitable salaries.

With every good wish, I am

Cordially yours,

*Tom Mitchell*

Tom Mitchell

TM/dm

August 20, 1977

2143 Ferncliff Road  
Charlotte, N.C. 28211

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

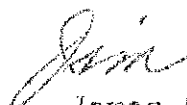
Dear Mr. Mitchell:

Please furnish me with the name and Address of the  
Chairman of the Commission On Equitable Salaries  
for the Florida Annual Conference. We are updating  
our roster, and this name is missing.

An addressed, stamped envelope is enclosed for your  
convenience in replying.

Hoping to see you at our next get-together, I am,

Cordially,



James H. Womack

September 19, 1977

2143 Ferncliff Road  
Charlotte, N.C. 28211

Bishop Finis A. Crutchfield  
The United Methodist Church  
5215 South Main Street  
Houston, Texas 77002

Dear Bishop Crutchfield:

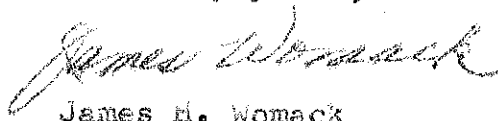
Our visit to your city was a very pleasant one, and I feel that it was one of the most productive meetings that the committee has had. We regret that your duties required your absence from the city while we were there, but certainly we can understand.

Dr. Kenneth Lambert and his wife, Betty, did a very fine job of hosting our group, and we fared very, very well in their hands. They overlooked nothing in providing for our comfort, and they truly showed us the hospitable nature of the Texans.

On Thursday night of our meeting, Dr. and Mrs. Lambert acted as our dinner hosts for the Texas Conference. This proved to be a very pleasant occasion, and was greatly enjoyed by all of us. We are deeply indebted to your Conference for this courtesy.

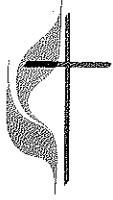
Our next national meeting is scheduled for early 1978 in Dallas, and we hope that you will be able to be with us at that time.

Sincerely yours,



James M. Womack

CC: Dr. Charles Williams



*The United Methodist Church*

5215 SOUTH MAIN  
HOUSTON, TEXAS 77002  
TELEPHONE (713) 528-6881

BISHOP  
FINIS A. CRUTCHFIELD

August 15, 1977

Mr. James Womack, Chairman  
National Consultation on Equitable Salaries  
Houston, Texas

Dear Mr. Womack:

Welcome to the city of Houston and to south Texas Methodism. We are grateful indeed that the National Consultation is convening in our city and we are pleased to have your presence here. Please be assured of our enthusiastic support of the work that you are doing, of the stewardship it represents and of the prophetic vision for the ministry that it reflects. We are very gratified at the leadership of the Reverend Mr. Kenneth Lambert and we are glad that our Conference leadership is participating. If there is anything that our people can do to make your stay comfortable while you are here, please let us know. It is a source of regret to me that I cannot be in the city during this week, but I know you understand the commitments of a bishop and the necessity of an occasional absence. Again welcome to Houston.

Faithfully,

*Finis Crutchfield*  
Finis A. Crutchfield

FAC:pa

COMPILATION OF EVALUATIONS: NORTHEAST JURISDICTIONAL WORKSHOP

1. Was the purpose of the Workshop described to you: 16 Adequately  
2 Inadequately
2. Did the Workshop fulfill the purpose described: 19 Adequately  
1 Inadequately
3. Did the Workshop provide you with: 15 New Ideas  
1 Skills  
9 Resources  
18 Usable information
4. Was the Workshop design effective as to: 17 Place & Location  
19 Length of time  
17 Schedule  
19 Leadership  
7 Resources
5. What was most helpful about this Workshop:  
For you: -- Sharing For your Commission: -- Guidelines  
-- Discussions -- Standards  
-- Mutual support -- Comparisons  
-- New facts & ideas -- other styles  
-- Increments
6. Should the Workshop be repeated periodically?  
(All said YES.) Definitely, annually, every two years, each four years  
1 4 5 3

What do you recommend for the improvement of this Workshop?

- A cheaper, less lavish lodging
- More material printed in advance
- Use of small groups
- Develop statements of policy on basic questions
- Someone from another Jurisdiction to meet with us
- Define issue to be discussed with "zeroing" in on issue and possibility of workable plan to create "oneness" in Equitable Salary structure
- Reprints of each conference ES plan & problems
- Time to hammer out some guidelines to be shared with all conferences
- Spend time on more equitable distribution of all salaries for all churches
- Hold workshop at Bergamo East (near Utica, NY)
- Involve more Lay persons
- Provide a list of all people present & addresses

\* \* \* \* \*

PERSONAL REFLECTIONS: D. Keith Clarke

PLACE: The location was not as convenient as possible, and was expensive  
The meeting room was a good size, but did not lend itself to small groups (breaking up was not part of our plan, though)

TIME: The length of the Workshop was most favorable  
If resource people are brought in, one more 1/2 day would be wise  
The schedule during the Workshop was good, allowing time for presentations and discussions

PARTICIPANTS: The response was very good from the Annual Conferences  
The number of lay persons participating was encouraging  
The number of District Superintendents was encouraging

RESOURCES: There was an obvious absence of printed material to distribute  
That which was available was well received by all

RECOMMENDATIONS: More resource material available  
A compilation of figures from all Annual Conferenc would be most helpful  
Resource leaders from other jurisdictions for next Workshop  
Another Workshop in 2 years  
A Workshop every four years after that  
A more central location

Jim -  
Forgive the typos.  
Errors - mark you  
can get some meaning  
of the rest of it.  
Caryl

Dr. Robert W. Thornburg  
P. O. Box 871  
Nashville, Tennessee 37202

Dear Bob:

Your insights and Perspective always add a great deal to our consultation meetings, and I am glad to have your sharing and the times to visit.

I am attaching a separate sheet listing expenses incurred in the Denver meeting of the Steering Committee of the National Consultation on Equitable Salaries.

I am enclosing also a copy of the PPRC guidelines used in 1976 by our New Mexico Conference Equitable Salaries Commission. I hope you find it helpful.

Now, here are my suggestions on the NCC Booklet-

1. Generally my observation would be that the booklet could be one of several resource pieces available for the PPRC. If it is to be considered as a basic tool for United Methodists, it may need more extensive definitive revision than NCC would want.
2. Page 6 - addition to last paragraph - a suggested makeup of PPRC to involve, either as members or resource persons, some who are qualified and experienced in the area of salary support structure and areas to consider.
3. Page 7 - for the direction, I find our National Consultation Concept emerging-it would seem that in Table One- Miscellaneous income would be better identified as a fringe benefit rather than salary. It carries too many suggestions.
4. Page 10 - The update of facts and figures will be in the NCC thinking, I am sure, and for United Methodists some inclusion would be helpful of local church participation in Annual Conference program through apportionments.

5. Page 13 - How could there be written in something of each judicatory support system as supplementary resources, and for United Methodists would include equitable salaries as well as others.

Under 2. Two or more congregations the nature of the paragraph really really projects a whole philosophy contrary to what many Annual Conferences do: combine 2 or more churches for more adequate and challenging ministry and more accountable use of salary support.

6. My last observation - page 20 - would include some help about the problems of finding, buying, and selling under the time and other limitations of the itinerant ministry. I have recently gone through this and not many of our congregations can grasp the time needed to find appropriate housing available, if at all, and in the general parish area. Some larger congregations would be aware of the very sizable amounts needed for an inclusive housing allowance.

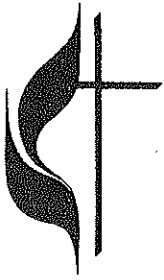
But, these are a few of the itmes that I surfaced in a short study of the booklet. I submit them for whatever they are worth.

Let me hear, if there is time, what your reaction is.

Sincerely yours,

Cyril Stone





# THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church  
A Fellowship of the Division of the Ordained Ministry  
October 7, 1977

## 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

To: Annual Conference Chairpersons  
Commission On Equitable Salaries

From: National Consultation On Equitable Salaries

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

Re: Survey On Minimum Salary Schedules

Attached is a summary of the data collected in our recent survey. Thirty nine (39) of our annual conferences responded to the questionnaire in time to be included in the results.

The salary schedules reported herein will become effective on January 1, 1978, and the amounts shown represent the base salary for each category. We have indicated with an asterisk those conferences which provide for additional salary based on meeting some specific condition - usually years of service, or specific achievement set by the conference. The additional salary that may be earned usually ranges from \$300 to \$1,000 per annum; in no case does it exceed \$1,500.

The replies on methods of setting minimum salary showed that most conference commissions still use a somewhat arbitrary basis. They "simply discuss the matter and then reach agreement on a vote of the members". Some of the other methods used are:

1. Previous year's salary increased by cost-of-living index,
2. A set percentage of average cash salary for conference members,
3. Same percentage increase as received by all conference members for previous year, and
4. Average current year increase for all ministers with charges with fewer than 300 members, rounded to nearest \$100.

## Survey On Minimum Salary Schedules

While the Commissions On Equitable Salaries have no responsibility for setting pension rates, or salaries of District Superintendents, many of them take these items into consideration as they relate to the demands of the over-all Annual Conference Budget. They are included for that reason.

### Pensions:

The rate ranged from \$70 to \$135 per service year; the median being \$100 per service year.

Several indicated that the Conference Boards were working on ways to increase their rates.

### Salaries of District Superintendents:

DS's. salaries ranged from \$12,000 to \$28,750 per year; the median salary being \$17,531.

As in the case of minimum salaries, most of the conferences set DS's. salaries in an arbitrary manner; some used formulas such as:

1. Percentage of average of all salaries for conference members.
2. Percentage of average of top salaries for ministers. The number that were averaged ranged from 3 to 25.
3. One conference has salary brackets by years of service in cabinet - from one to six.
4. One conference has a district salary committee to set the salary for the DS for that district. (Salaries range from \$17,000 to \$28,750).

### General:

We sincerely hope that the above will be of help to you as you consider your salary program for 1979.

Your comments, and any suggestions that you have for improving the report in future years will be most welcome.

CC: Members of Steering Committee

**1978 MINIMUM SALARY SCHEDULES  
AND RELATED INCOME DATA**

ANNUAL CONFERENCE	MINIMUM SALARY SCHEDULES-BASE				PARSONAGE UTILITIES		TRAVEL EXPENSE		INSURANCE		CONF. LIMITATIONS ON SALARY SUPPORT	AMT. BUDGETED MIN. SAL. 1978	AVERAGE** SALARY
	CM	PM	AM	LP	ADDED	INCLUDED	ADDED	INCLUDED	ADDED	INCLUDED			
Ala-W.Fla.	\$10,000	\$10,000	\$8,800	\$8,200		X		X	X		2/3 of salary	\$125,000	6 \$11,483
Baltimore *	8,300	8,300	-	8,300	X		X		X		50% of sal & Trav	180,000	6 9,130
Cal. Nevada	75% - 85% of average salary				X		X		X		None	120,000	6 12,232
Central N.Y.	8,800	8,300	8,300	7,800	X		X			X	None	30,000	8 12,153
Central Penn.*	8,700	8,200	8,100	7,600	X		X			X	None	50,000	7 10,960
Detroit	9,800	9,400	9,800	8,800	X		X		X		None	122,000	7 12,200
East Ohio	8,400	8,400	8,400	7,800	X		X		X		None	54,000	8 12,142
Eastern Penn.	8,400	8,190	8,980	7,245		X	X			X	None	151,000	-
Kansas East *	8,000	8,000	8,000	8,000	X		X		X		35% of salary	78,000	-
Kansas West	9,500	9,500	9,500			X	X			X	Varies	40,000	6 11,000
Kentucky	9,000	9,000	7,000	6,000		X		X		X	\$3,000 to L.P.	71,000	7 10,750
Louisiana *	5,900	5,900	-	-		X		X	X		35% of salary	25,000	7 11,165
Louisville	8,600	8,600	7,100	6,900		X		X	X		None	100,000	8 11,733
Maine	8,700	7,700	7,700	7,300	X			X		X	None	14,000	7 10,400
Minnesota *	9,000	8,100	-	-	X		X		X		None	25,000	6 10,400
Missouri East	9,200	9,200	9,200	9,200		X		X		X	\$2,200	36,500	7 11,485
Missouri West	8,500	8,500	8,500	8,500		X		X		X	40% of salary	91,360	7 11,351
Nebraska *	10,300	( )	( )	( )		X	X			X	\$1,820 to \$2,260	16,000	5 12,090
New Hampshire *	7,400	7,400	7,400	6,500	X		X			X	None	22,000	? 10,300
New York	8,770	8,670	8,770	-	X		X		X		None	156,000	6 12,385
N. Alabama	9,600	7,400	7,400	7,000		X		X		X	None	129,000	7 11,621
N. Indiana *	7,700	7,490	7,490	7,170	X		X		X		None	13,000	? 12,140
North Miss. *	7,500	7,300	6,600	5,700		X		X		X	\$2,000 to \$3,000	114,000	7 9,878
N.W. Texas *	8,000	8,000	7,000	6,500		X	X		X		\$2,000	72,174	8 12,384

**1978 MINIMUM SALARY SCHEDULES  
AND RELATED INCOME DATA**

ANNUAL CONFERENCE	MINIMUM SALARY SCHEDULES - BASE				PARSONAGE UTILITIES		TRAVEL EXPENSE		INSURANCE		CONF. LIMITATIONS ON SALARY SUPPORT	AMT. BUDGETED MIN. SAL. 1978	AVERAGE ** SALARY	
	CM	PM	AM	LP	ADDED	INCLUDED	ADDED	INCLUDED	ADDED	INCLUDED				
Peninsula	\$9,200	\$9,200	\$9,200	\$7,700	X			X	X		None	\$ 35,000	7	11,000
Red Bird	8,245	-	-	-		X	X		X		None	53,835	6	8,720
Rocky Mtn.	9,975	9,975	9,975	9,975	X			X	X		None	31,825	7	12,463
South Carolina	10,500	9,500	9,500	8,500		X		X		X	35% of Salary	200,000	7	14,112
South Georgia*	9,200	8,000	8,000	7,600		X		X		X	None	75,000		-
South New Eng.*	8,560	8,560	8,560	7,490	X		X			X	\$2,000	43,000	7	10,700
South N.J.	9,325	8,775	9,325	8,250	X		X		X		None	35,000	7	12,135
Tennessee	9,500	-	8,000	7,500		X		X	X		\$1,600	130,000	7	12,500
Texas	8,500	-	-	7,500		X		X	X		\$3,000	94,354	7	11,693
Virginia	9,800	9,000	9,000	8,400	Heat			X	X		None	250,000	6	12,028
West Michigan	9,500	-	8,700	7,500	X		X		X		None	40,000	7	12,875
West Va.	9,400	9,400	8,080	7,525		X		X		X	30% of Salary	186,000	7	11,559
Western N.C. *	9,500	9,100	9,100	8,900		X	X		X		40% of Salary	400,000	7	11,922
Western Penn. *	9,500	9,100	9,000	8,300		X	X		X		None	57,000	6	10,445
Yellowstone *	10,075	9,760	9,760	9,450	X		X			X	None	32,000		-

\* These conferences provide for increasing salary base by various conditions, such as (1) years of service, (2) marital status, (3) level of education, (4) dependent children, and (5) number of churches on charge

\*\* Average salary includes 20% for housing, The years that were reported varied so the year is indicated by the prefix before the amount, i.e, 6-11,051 would indicate the year as 1976.

October 11, 1977

2143 Ferncliff Road  
Charlotte, N.C. 28211

The Reverend Riley T. Burton, Jr.  
Spring Ridge United Methodist Church  
Route 1, Box 82-D  
Terry, Mississippi 39170

Dear Riley:

The 1976 General Conference deleted the Basic Salary Plan legislation from The Discipline, as recommended by The National Consultation. No one knew how to define a Basic Salary Plan, and no conference had been able to get one adopted.

As to your second question, the next National Consultation (similar to the one in Kansas City) will be held early in 1979, probably in March. Details have not been completed yet, but it will probably be in Dallas, Texas.

In the meantime, we will hold another Jurisdictional level meeting sometime in 1978. Place and date have not been set, but you will be hearing about it later.

Be sure that you make provision in your budgets for both of these meetings. Some financial help will be available from our office in all probability, but we want to make sure that you are covered for it locally in case national funds are not available.

If you have any topics which you would like to have put on the agenda at either of these meetings, please let me know.

Sincerely,

James H. Womack



Spring Ridge United Methodist Church  
Route 1 Box 82-D  
Terry, Mississippi 39170

October 7, 1977

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

Dear Jim,

I am writing to ask you two questions that I am interested in concerning our National Consultation on Equitable Salaries.

The first question is, has any Annual Conference yet enacted the Basic Salary Plan? If so I would like to know who so that I might correspond with them. I know that none had at the time of our National Consultation in Kansas City.

The second question is, When and where will the next National Consultation be held? I know that it is to be in the West but I did not know if definite plans have been made yet.

Thank you for your reply.

Sincerely,

Riley E. Burton, Jr., Vice Chairman

Commission on Equitable Salaries  
The Mississippi Conference

NORTH CENTRAL

Rev. Francis C. St. Anant	<i>RD. Box 162</i> <del>508 NE 1st. Street</del> Marion, Wisc. 54950	Wisconsin
Mrs. Patricia Brown	<i>432 W. Saginaw</i> <del>30455 Progress Street</del> Roseville, Mich. 48066	Detroit
Mrs. Betty Clymer	<i>Hemlock 48626</i> 250 Cedarwood Drive <i>Route 9</i> Lexington, Ohio 44904	E. Ohio
Rev. Earl Black	509 Bryan Avenue Carterville, Illinois 62918	So. Ill.
<i>Dr. John L. Francis</i> <del>Dr. Robert Jongeward</del>	<i>12UMC - 57 West 10th</i> <del>1011 2nd. Street</del> Muskegon, Mich. 49440 <i>Holland 49423</i>	W. Mich.
Rev. William D. Meddock	2125 Virginia Avenue Muncie, Indiana 47303	No. Ind.
Rev. Dan Baker	20 Park Place Williston, N.D. 58801	No. Dak.
Rev. Peter Ramstad	<i>444 Larson St.</i> <del>2740 First Ave. So.</del> Minneapolis, Minn. 55408 <i>Hutchinson 55350</i>	Minn.
Rev. Elwood Rose	700 Erie Street Sylvania, Ohio 43560	W. Ohio
<del>Mr. LeRoy H. Redfern</del> <i>Rev. Harry H. Patheron</i>	<del>210 W. 3rd. 544</del> <i>30th. Ave. N</i> Cedar Falls, Iowa 50613 <i>Clinton, Iowa 52732</i>	Iowa
Rev. Leonard Sukut	432 59th. Street Downers Grove, Ill. 60515	No. Ill.
Rev. John Devries	606 N. Commercial Clark, So. Dakota 57225	So. Dak.
Mr. Varnon Brann	620 Pearl Street Richmond, Indiana 47374	So. Ind.

*Dr. Patrick Flaherty*  
*Chicago at Carol St.*  
*Morton, Illinois 61550*

Cent. Ill.

NORTH EAST

<i>Mr. Stephen Brimigion</i> <del>Dr. Wesley Osborne</del> <i>Bd of Global Ministries</i> <i>475 Riverside Drive</i> Mr. Norman Tiffany	<del>50 Ochler Drive</del> Bristol, Conn. 06010 <i>Box 63</i> <del>Chenango Bridge</del> Castle Creek, N.Y. 13744	New York  Wyoming
Rev. John A. Dusenberry	550 West Main Street North Adams, Mass 01247	So. N. Eng.
Rev. John Mendez	P.O. Box 304 Princeton, W.Va. 24740	W. Va.
Mr. Mark Kroehler	7237 Bingham Street Philadelphia, Pa. 19111	E. Penn.
Rev. Darrell Huddleston	Pleasant Street Epping, N.H. 03042	New Hamp.
Rev. Randall Luther <sup>P.</sup>	5th. & Jackson <i>Sts.</i> Reynoldsville, Pa. 15851	W. Penn.
Rev. Jay M. Derk	217 Arch Street Sunbury, Pa. 17801	Cent. Penn.
Mr. Clifford Gross	10102 Reed Lane Ellicott City, Md. 21043	Baltimore
Dr. Joseph Bostick <sup>C.</sup>	208 E. Main Street Fruitland, Md. 21826	Peninsula
Rev. Jack Brewster	262 Summitt Hill Drive Rochester, N.Y. 14612	W. New York
<i>Rev. E.</i> Mr. Lawrence Moore	445 E. Main Street Moorestown, N.J. 08057	So. N.J.
Mr. David Wallis	49 Onida Avenue Dumont, N.J. 07628	No. N.J.
Rev. H. Everett Wiswell <i>Rev. William F. Rogers</i> <i>Rev. Royal B. Frisbeck</i> Chmn., Conf. Comm. On Equitable Salaries (ccom. Div.)	8 Prospect Street Caribou, Maine 04736 <i>14 Hillcrest Drive, Ravena, NY 12143</i> <del>157 Lake Avenue</del> Saratoga Springs, N.Y. 12866 <i>308 South 4th St.</i> 418 Washington Street Watertown, N.Y. 13601 <i>Fulton N.Y. 13069</i>	Maine  Troy  No. N.Y.
<i>Rev. Richard A. Northrup</i> Mr. William R. Salisbury	15 Pebble Hill Road DeWitt, N.Y. 13214	Cent. N.Y.



SOUTH CENTRAL

Rev. George W. Martin	1100 Central Hot Springs, Ark. 71901	Little Rock
Rev. Frank Clemmons	P.O. Box 188-266 Dardanelle, Ark. 72934	No. Ark.
Rev. <sup>Harvey L. Cramer</sup> <del>Robert W. Sanders</del>	<del>1920 North 25th.</del> Beebe, Arkansas 72012 1800 W. Randel Mill Road Arlington, Texas 76012	Cent. Tex.
Rev. Thomas Shipp	P.O. Box 7164 Dallas, Texas 75209	No. Tex.
Dr. Kenneth M. Lambert	3511 Linkwood Drive Houston, Texas 77025	Texas
Rev. Carl L. Schenck	6th. & Lincoln Wamego, Kansas 66547	Kansas E.
Rev. George Wattenbarger	11 Detroit South Hutchinson, Kansas 67505	Kansas W.
Rev. Ira Robinson	P.O. Box 118 Bastrop. La. 71220	Louisiana
Rev. Robert B. Carpenter	% Methodist Children & Family Ser.- Mo. E. 110 N. Elm Webster Groves, Missouri 63119	
Rev. <sup>H. J. Hudson, Jr.</sup> <del>Frank Stever</del>	<del>Hickory And Woods Sts.</del> 1322 W. Broadway Neosho, Missouri 64850 <del>Sedalia 64301</del>	Mo. W.
Rev. Clarence R. Campbell	P.O. Box 293 Aurora, Nebraska 68818	Nebraska
<sup>Dr.</sup> Rev. LeRoy Sewell	131 N.W. 4th. Oklahoma City, OK 73102	Oklahoma
Rev. Clifford Hutton	300 W. College Silver City, New Mexico 88061	New Mex.
Mrs. Wilmer Smith	Route 1, Box 46 Wilson, Texas 79381	N.W. Tex.
Rev. Darrel D. Gray	2140 Allandale Austin, Texas 78756	S.W. Tex.
Mr. Josue Gomez	2320 Brookmere Houston, Texas 77008	Rio Grande
		OK. Indian

Rev. Samuel P. Austam (N.W. Texas Conf.)  
P.O. Box 2958  
Lubbock, Texas 79408

CHAIRPERSONS

CONFERENCE COMMISSIONS ON EQUITABLE SALARIES

NAME	ADDRESS	CONFERENCE
WESTERN		
Rev. <sup>Don Cunningham</sup> <del>Ralph Fellersen</del>	<del>2352 Broadway</del> 9 Ross Valley Drive San Rafael, Cal. 94901 Oakland 94612	Cal.-Nev.
Rev. Delbert P. Remaley	<del>1908 - 7th Street</del> 1188 University Tillamook, Oregon 97141	Ore.- Idaho
Rev. <sup>W.</sup> Paul McConnell	<del>P.O. Box 489</del> 3928 Howard St. North Spokane, Wash. 99205	Pac. N.W.
<del>Mr. John Kirkman</del> Rev. <del>Ray Myers</del> (Conference Treasurer)	<del>Puyallup, Wash. 98371</del> 5250 Santa Monica Blvd. Los Angeles, Cal. 90029	Pac. S.W.
Rev. <sup>M.</sup> Janet Sumner	1899 S. Irving <sup>Box 29256</sup> Denver, Colorado 80219	Rocky Mtn.
Rev. <sup>E.</sup> Sigurd Burch	<del>Thornton,</del> 80229 302 - 3rd. St. W. Roundup. Wyoming 59072	Yellowstone
Rev. Michael Hipps 12909 Sixth Street Chino, Cal. 91710	} Chairman	Pacific S.W.

1975 SALARY EQUALIZATION PAYMENTS  
(From 1976 Journals)

<u>Annual Conference</u>	<u>Amount</u>	<u>Annual Conference</u>	<u>Amount</u>
Alabama-West Florida	82,894.89	Missouri West	76,128.85
Alaska	76,305.00	Nebraska	14,134.00
Baltimore	209,058.29	New Hampshire	19,804.36
California-Nevada	78,522.15	New Mexico	66,844.03
Central Illinois	3,749.68	New York	139,904.00
Central New York	26,393.31	North Alabama	88,555.88
Central Pennsylvania	17,248.00	North Arkansas	38,195.00
Central Texas	24,738.05	North Carolina	192,468.23
Detroit	56,146.24	North Dakota	1,158.00
East Ohio	12,195.39	North Georgia	105,280.02
Eastern Pennsylvania	113,844.00	North Indiana	3,385.00
Florida	130,201.00	North Mississippi	77,545.86
Holston	209,845.72	North Texas	35,000.00
Iowa	14,200.00	Northern Illinois	164,762.00
Kansas East	70,510.00	Northern New Jersey	12,263.01
Kansas West	25,091.40	Northern New York	13,396.40
Kentucky	59,263.00	Northwest Texas	40,231.86
Little Rock	49,704.43	Oklahoma	61,713.27
Louisiana	143,050.45	Oklahoma Indian Missionary	
Louisville	94,842.00	Oregon-Idaho	30,605.00
Maine	9,272.88	Pacific Northwest	34,579.00
Memphis	28,571.75	Pacific & Southwest (SCA)	207,071.00
Minnesota	21,893.00	Peninsula	24,543.18
Mississippi	113,614.92	Puerto Rico	4,869.33
Missouri East	27,709.00	Red Bird Missionary	

<u>Annual Conference</u>	<u>Amount</u>	<u>Annual Conference</u>	<u>Amount</u>
Rio Grande			
Rocky Mountain	13,826.00		
South Carolina	12,875.00		
South Dakota	4,225.00		
South Georgia	87,496.00		
South Indiana	28,428.00		
Southern Illinois	6,438.00		
Southern New England	36,847.00		
Southern New Jersey	30,042.00		
Southwest Texas	28,392.24		
Tennessee	30,042.00		
Texas	110,600.72		
Troy	11,700.85		
Virginia	201,657.00		
West Michigan	35,683.98		
West Ohio	70,000.00		
West Virginia	162,712.35		
Western New York	29,926.75		
Western North Carolina	348,708.00		
Western Pennsylvania	42,044.00		
Wisconsin	37,210.00		
Wyoming	11,253.08		
Yellowstone	21,386.10		

*approx \$4 million*

October 14, 1977

2143 Ferncliff Road  
Charlotte, N.C. 28211

The Reverend Clarence R. Campbell  
The United Methodist Church  
Box 293  
Aurora, Nebraska 68818

Dear Mr. Campbell:

In response to your letter of October 10th., I am mailing 20 copies of the "Survey On Minimum Salary Schedules". They are being mailed by parcel post, and should reach you within a very short time.

When the distribution was completed there were 21 copies left, and there will be no charge for them.

We are very anxious to make the future surveys as useful as possible, and I would be most appreciative of any suggestions that you might have for ways of making the survey more meaningful to you.

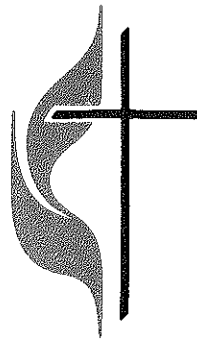
We are planning another workshop on a Jurisdictional basis for 1978, and the National Consultation in 1979. You will be hearing the details on these meetings at a later date. Keep these meetings in mind as you prepare your budgets.

Cordially yours,



James H. Womack

**The  
United**



**Methodist  
Church**

CLARENCE R. CAMPBELL  
PASTOR  
1406 A STREET  
694-2126

BOX 293 — 1104 A STREET  
AURORA, NEBRASKA 68818  
(402) 694-6471

EARL E. HIGGINS  
ASSOC. PASTOR  
614 O STREET  
694-2654

October 10, 1977

The National Consultation on Equitable Salaries  
The United Methodist Church  
2143 Ferncliff Road  
Charlotte, North Carolina 28211

Dear Sir:

Recently, I received a copy of a "Survey on Minimum Salary Schedules", and I want to express a word of thanks for it. Is it possible to receive additional copies? I would like to have 20 Copies to give to the District Superintendents and the members of the Conference Commission. If there is a charge, please mail them and forward the bill to bill to me.

Thank you.

Yours Truly,

Clarence R. Campbell, Chairperson  
Commission on Equitable Salaries  
The Nebraska Annual Conference  
Box 293  
Aurora, Nebraska 68818

October 26, 1977

2143 Ferncliff Road  
Charlotte, N.C. 28211

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

Dear Pat:

Since replying to your recent questionnaire as it pertained to Par. 934 of the Discipline, I have had some second thoughts on item 3.

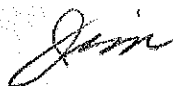
It now reads, " In so far as practicable this schedule of minimum salaries shall be observed by the bishops and district superintendents in arranging charges and making appointments."

I would like to see the first five words deleted, and another sentence added. Item 3 would then read, " This schedule of minimum salaries shall be observed by the bishops and district superintendents in arranging charges and making appointments. If it becomes necessary to pay above the minimum scale in order to make a needed appointment, the additional money may be made available through the conference approved procedures provided for under Par. 934.6".

I believe that this change would eliminate what might be seized upon as a loophole for circumventing the authority of the conference commission.

I was very pleased with the meeting in Houston as I thought that we achieved more than we had in our previous meetings. Also, I felt a deep sense of fellowship existed than had heretofore. (This proves that we need you at all the meetings, and that you really were missed in Denver.)

Sincerely yours,



James H. Womack

November 3, 1977

2143 Ferncliff Road  
Charlotte, N.C. 28211

Dr. Thomas G. Mitchell  
The United Methodist Church  
Florida Conference, COM  
P.O. Box 3767  
Lakeland, Florida 33802

Dear Tom:

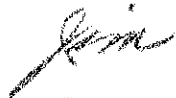
In response to your letter of October 27th., I am enclosing a copy of our report to the 1977 Annual Conference. It was approved as submitted, and will be our operating program for 1978.

Under separate cover, I am mailing to you a copy of some miscellaneous reports which I have on hand. Most of them are one or two years old, but you can scan them for ideas. I hope they will be of help to you.

We plan another workshop in 1978 for Annual Conference commission members, and a National meeting in February or March of 1979. Details of these two meetings have not yet been completed, but you will be hearing from us well in advance of the times.

It was nice to hear from you, and I shall look forward to seeing you at the meetings.

Sincerely,



James H. Womack



florida conference  
Council On Ministries  
of the united methodist church

THOMAS GLENN MITCHELL  
Associate Council Director  
Staff Responsibility for  
Ministry & Higher Education

October 27, 1977

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

Dear Jim:

I am enclosing a copy of the report of our Commission on Equitable Salary made at the last session of the Florida Annual Conference listing the recommendations of our conference for 1978 for minimum support. Our Commission will be meeting on December 20 to make plans for the 1979 schedule. I would appreciate it very much if you have any reports from your conference or from other conferences that you might share with us as to projected plans they might have under way. I am also wondering if there will be a meeting within the Jurisdiction or on the national level for persons working with equitable salaries in the annual conferences. I would welcome any information that you might have available for our Florida Conference to know something of the changes that are taking place in other conferences throughout the United Methodist Church.

With every good wish, I am

Cordially,

*Tom Mitchell*

Tom Mitchell  
Executive Director  
Commission on Equitable  
Salaries

TM/dm  
Enclosure

November 13, 1977

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

Dear Mr. Gross:

Thank you for your letter of November 7th. I am very glad that you found the salary tabulation to be a useful bit of information to you.

Please accept my apology for the error in reporting the "average salary" for the Baltimore Conference. All of the other conferences reported the average salary figure as prepared for the use of the Pension Board, and your footnote #6 was simply overlooked at the time the copy was being prepared. If question 7 is repeated in the questionnaire next year I will make certain that it is more fully clarified so that all answers will be on a comparable basis.

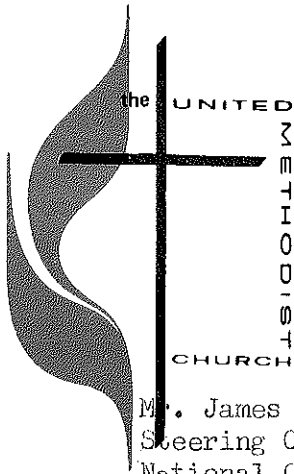
At the committee in September we decided to schedule the next national consultation early in 1979 so that there would be plenty of time to perfect any legislative changes that we might want presented to the General Conference in 1980.

We also voted to have meetings or workshops along jurisdictional lines again in 1978; something similar to the ones we had in October, 1976.

I hope to have the pleasure of seeing you again at the 1979 meeting.

Sincerely,

James H. Womack



# Baltimore Annual Conference

## COMMISSION ON MINIMUM SALARY

10102 Reed Lane  
Ellicott City, Md. 21043  
November 7, 1977

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

Dear Mr. Womack;

The tabulation of equitable salary information, by conferences, represents a useful document!

I do, however, have a basic question about the footnote which accompanies the the double asterisk in the heading for the last column of the tabulation. I take it that the data in this column were derived from item 7 of your questionnaire of July 19, 1977. If so, the assumption would appear to be that item 7 represents the amount paid in cash during the year specified. This is what the figure of \$9,130 for 1976 in the Baltimore Conference represents, as is indicated in Note # 6 which accompanied the completed questionnaire. To the best of our knowledge, the concept of "cash plus 20% for housing" is used or has meaning only in a tax-pension context rather than in a "salary paid" context.

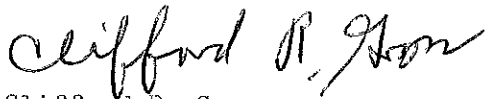
The inherent difficulty of summarizing information related to ministerial compensation calls to mind the consensus reached near the end of the Consultation at Kansas City. It was agreed that the financial reporting of the Church be modified to provide comprehensive information about ministerial compensation (payments in cash and perquisites) in such form that the totals would be substantially comparable with salary information in the society at large. In all probability, this could be accomplished only on a national basis because the report form(s) are undoubtedly standard form(s) used on a nationwide basis. To achieve the objective of compensation data comparability with data in the society at large, it would appear that the reporting form(s) would have to include the following items:

1. Salary paid by charge.
- Plus, 2. Supplementation of salary from other sources
  - a. Equitable salary
  - b. Mission
  - c. Temporary General Aid (TGA)
  - d. Other (specify source)
- Plus, 3. Appraised value of housing supplied (with or without furnishings) or cash housing allowance in lieu of supplied quarters.
- Plus, 4. Cost of utilities supplied (Electricity, heat, telephone, water, sewerage, etc.).
- Plus, 5. Tax savings on items 3 and 4 (Federal, and/or state, and/or municipal, and/or county and local government income taxes).
- Less, 6. 2.05% of taxable base for FICA (Federal Insurance Contributions) commonly known as social security tax. Represents difference between rate for self-employed and rate for employees in 1977. FOR THOSE COVERED.
- Equals, 7. Sum of items 1, 2, 3, 4, and 5 less item 6.
8. Travel allowance or reimbursement (not a component of compensation)

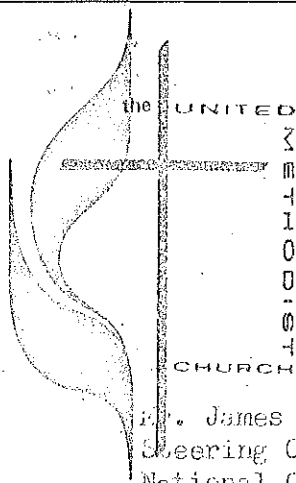
As I recall it, we had achieved substantial agreement on the general need for developing comprehensive and comparable data on ministerial compensation. We did get hung up on item 5 relating to tax savings. Item 6 represents a further refinement beyond the discussions at Kansas City. It is, in effect, an accommodation to the argument that ministers are taxed as self-employed persons for social security purposes. Perhaps items 5 and 6 could be combined and presented on a net basis.

If you have any questions about these materials or ideas, don't hesitate to communicate with me.

Sincerely,

A handwritten signature in cursive script that reads "Clifford R. Gross". The signature is written in dark ink and is positioned above the typed name.

Clifford R. Gross



# Baltimore Annual Conference

## COMMISSION ON MINIMUM SALARY

10102 Reed Lane  
Ellicott City, Md. 21043  
November 7, 1977

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

Dear Mr. Womack;

The tabulation of equitable salary information, by conferences, represents a useful document!

I do, however, have a basic question about the footnote which accompanies the the double asterisk in the heading for the last column of the tabulation. I take it that the data in this column were derived from item 7 of your questionnaire of July 19, 1977. If so, the assumption would appear to be that item 7 represents the amount paid in cash during the year specified. This is what the figure of \$9,130 for 1976 in the Baltimore Conference represents, as is indicated in Note # 6 which accompanied the completed questionnaire. To the best of our knowledge, the concept of "cash plus 20% for housing" is used or has meaning only in a tax-pension context rather than in a "salary paid" context.

The inherent difficulty of summarizing information related to ministerial compensation calls to mind the consensus reached near the end of the Consultation at Kansas City. It was agreed that the financial reporting of the Church be modified to provide comprehensive information about ministerial compensation (payments in cash and perquisites) in such form that the totals would be substantially comparable with salary information in the society at large. In all probability, this could be accomplished only on a national basis because the report form(s) are undoubtedly standard form(s) used on a nationwide basis. To achieve the objective of compensation data comparability with data in the society at large, it would appear that the reporting form(s) would have to include the following items:

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- Plus, 2. Supplementation of salary from other sources
  - a. Equitable salary
  - b. Mission
  - c. Temporary General Aid (TGA)
  - d. Other (specify source)
- Plus, 3. Appraised value of housing supplied (with or without furnishings) or cash housing allowance in lieu of supplied quarters.
- Plus, 4. Cost of utilities supplied (Electricity, heat, telephone, water, sewerage, etc.).
- Plus, 5. Tax savings on items 3 and 4 (Federal, and/or state, and/or municipal, and/or county and local government income taxes).
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8. Travel allowance or reimbursement (not a component of compensation)

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If you have any questions about these materials or ideas, don't hesitate to communicate with me.

Sincerely,

*Clifford R. Gross*  
Clifford R. Gross

NATIONAL CONSULTATION ON EQUITABLE SALARIES

1976-1980

STEERING COMMITTEE

	OFFICE	HOME
The Reverend James D. Archer Memorial Drive UM Church 109 Memorial Drive, N.W. Decatur, Alabama 35601	205-353-9373	205-355-0731
Mrs. Patricia Brown (Mrs. Tom, II ) 30455 Progress Street Roseville, Michigan 48066	313-776-4832	313-776-4832
<i>Dr.</i> The Reverend D. Keith Clarke 938 Pine Hill Drive Fairmont, West Virginia 26554	304-366-3139	304-366-3139
The Reverend Ralph Fellersen First United Methodist Church 9 Ross Valley Drive San Rafael, California 94901	415-453-8716	415-453-3534
Dr. Patrick Flaherty First United Methodist Church 221 East Broadway Monmouth, Illinois 61462	309-734-4529	-
The Reverend Matthew H. Gates 210 Boston Post Road Rye, New York 10580	914-835-2700	914-835-3080
Dr. Harold C. Knudsen 2200 S. University Blvd. Denver, Colorado 80210	303-733-3736	303-759-0256
Dr. Kenneth M. Lambert 3511 Linkwood Drive Houston, Texas 77025	713-667-7574	713-723-3974
Dr. Cyril Stone 10218 Cielito Lindo, N.E. Albuquerque, New Mexico 87111	505-293-9673	505-296-9061
Mr. James H. Womack 2143 Ferncliff Road Charlotte, N.C. 28211	704-366-9636	704-366-9636

EX-OFFICIO

Dr. Robert W. Thornburg - General Staff P.O. Box 871 Nashville, Tennessee 37202	615-327-2700	615-356-7167
Bishop Jesse R. DeWitt - Episcopal Adviser 325 Emerald Terrace Sun Prairie, Wisconsin 53590	608-837-8526	608-244-9598

November 22, 1977

The Reverend Paul W. McConnell  
United Methodist Church of Fuyallup  
P.O. Box 489  
Fuyallup, Washington 98371

Dear Mr. McConnell:

Thank you for your letter of November 18th. in which you furnished me your new address.

On October 7th., I distributed copies of the summary of data from the questionnaires based on those received up to that time. A copy was mailed to you, but, since it is apparent from your letter that you have not received it, I am enclosing another copy for you.

We are anxious to make the data as helpful as possible, and will appreciate any suggestions you may have that would make future distributions more meaningful to you.

At our executive committee meeting in September we decided to have another workshop in each Jurisdiction in 1978, and to hold the national meeting early in 1979. You will be receiving information as to the exact plans for these meetings in due time, but I wanted you to take this into consideration when you are planning your conference commission expenses.

I shall look forward to seeing you at the national meeting, if not before.

Sincerely,

James H. Womack





# United Methodist Church of Puyallup

P. O. Box 489 - 1919 Pioneer Way West - Puyallup, Washington 98371 - Phone: 1-206-845-0547

November 18, 1977

The National Consultation on Equitable Salaries  
The United Methodist Church  
2143 Ferncliff Road  
Charlotte North Carolina 28211

Dear Mr. Womack:

Thanks so much for trying to catch up with me. Enclosed is the form for The National Consultation on Equitable Salaries you requested in July. The information being compiled will be very valuable.

My new address is Post Office Box 489, Puyallup, Washington 98371.

Sincerely yours,

*Paul W. McConnell*

Paul W. McConnell  
Pastor

PWM:rc

Enc.

NORTH EAST

Dr. Wesley Osborne	50 Ochler Dr. Bristol, Conn.	NY	⊙ ✓	06010
Mr. Norman Tiffany	Chenanga Bridge Castle Creek, N.Y.	WYO.	⊙ ✓	13744
<i>Rev. John A. Dusenberry</i> <del>Rev. Alfred Perry</del>	<del>550 West Main St.</del> <i>North Adams, Mass.</i>	<del>So. N. Eng.</del>	<del>⊙ ✓</del>	<del>01060</del> <i>01247</i>
<del>Dr. Basil Hensley</del> <i>Rev. John Mendez</i>	<del>318 E. 7th St.</del> <i>Weston, W. Va. Princeton</i>	<del>W. VA.</del>	<del>⊙ ✓</del>	<del>24740</del> 26452
Mr. Mark Kroehler	7237 Bingham St. Philadelphia, Pa.	E. PENN.	✓	19111
<i>Rev. Darrell Huddleston</i> <del>Rev. Ms. Ann C. Partner</del> <i>(Area of Global Ministries)</i>	<del>Box 148</del> <i>Pleasant Street, Epping, N.H.</i> <del>Chesterfield, New Hampshire</del>	<del>N. HAMP</del>	<del>⊙ ✓</del>	<del>03042</del> <u>03443</u>
<i>Randall</i> Rev. Randy Luther	<del>506 Jackson St.</del> <i>5th + Jackson</i> Reynoldsville, Penn.	W. PENN.	✓	15851
<i>M.</i> Rev. Jay Derk	217 Arch. <del>Street</del> Sunbury, Penn.	CENT. PENN.	✓	17801
Mr. Clifford Gross	10102 Reed Ln. Elliott City, Maryland	BALTIMORE	✓	21043
Dr. Joseph Bostick	208 E. Main St. St. Johns UMC, Fruitland, Maryland	PENINSULA	✓	21826
Rev. Jack Brewster	262 Summitt Hill Dr. Rochester, N.Y.	W. N.Y.	✓ ✓	14612
Mr. Lawrence Moore	445 E. Main St. Moorestown, N.J.	SO. N.J.	✓ ✓	08057
Mr. David Wallis	49 Onida Ave. Dumont, New Jersey	N. N.J.	✓	07628
<i>Rev. H. Everett Wiswell</i> <del>Rev. Ralph Miller</del>	<del>8 Prospect St, 33 Union</del> <i>Caribou, Maine</i> <del>Bath, Maine</del>	MAINE	⊙ ✓	<del>04530</del> <i>04736</i>
Chmn. Conference Committee Equitable Salaries	157 Lake Ave. Saratoga Springs, N.Y.	TROY	⊙ ✓	12866
Chmn. Conference Committee Equitable Salaries	418 Washington St. Watertown, N.Y.	N. N.Y.	⊙ ✓	13601

*Mr. William R. Salisbury*  
*15 Pebble Hill Road*  
*DeWitt, N.Y. 13214*  
*17 Annual Conf. + Route 60*

~~Amman~~ → *Central N.Y.* ✓ 13214  
*Port Jervis*

*St. Andrew U.M. Church*

J. Lamar Brown (Rev.)

2001 W. 11th St.  
Panama City, Fla.

Ala. West Fla. ✓  
32401

~~Chmn. Conference Committee Equitable Salaries~~

*Rev. Thomas G. Mitchell*

Box 3767  
Lakeland Fla.

Fla. ✓ 33802

John Y. Bacon (Rev.) *P.O. Box 45*

5301 Old Hixson Pike  
Hixson, Tenn.

Holston ✓ 37343

Rev. Glen L. Courts

117 W. Main St.  
Flemmingsburg, Ky.

Ky. ✓ 41041

Chmn. Conference Committee Equitable Salaries

*Rev. Charles R. Kiser*  
*Vine Grove U.M. Church,*

~~115 S. 4th St.~~  
Louisville, Ky.

*306 High Street, Vine Grove, Ky 40175*

Louisville ✓ 40203

Rev. Paul F. Douglass

Box 25  
Paris, Tenn.

Memphis ✓ 38242

Rev. W. R. Derment

Box 845  
Lucedale, Miss.

Mississippi ✓ 39452

Rev. James Archer

109 Memorial Dr. N.W.  
Decatur, Alabama

N. Alabama ✓ 35601

Mr. Grier Garrick

624 New Bridge St.  
Jacksonville, N.C.

N. Carolina ✓ 28540

Rev. Harry M. McIntosh

Box 296  
Social Circle, Ga.

N. Georgia ✓ 30279

~~Chmn. Conference Committee Equitable Salaries~~

*Merlin D. Conoway, Staff*

~~Box 431~~ *Drawer U*  
Granada, Miss.

N. Miss. ✓ 38901

Mr. John R. Baxter

107 Snowden  
Sumpter, S. Carolina

S. Carolina ✓ 29150

Rev. Donald M. Kea

*2200 Dawson Road*  
~~412 Parkersburg Rd.~~  
~~Savannah, Ga.~~ *Albany, Ga.*

S. Georgia ✓  
31707  
~~31406~~

Rev. Herman Yates

*P.O. B 419*  
*Greenbrier, Tennessee*  
~~Rt. 7, Box 155~~  
Lawrenceburg, Tenn.

Tennessee ✓  
37073  
~~38464~~

*Reark, Ky. 40979 Red Bird* ✓

SOUTH EASTERN

Mr. Ernest C. Betts, Jr.

Rt. 1, Box 33 A  
Bluemont, Va.

Virginia ✓ 22012

*James H.*  
~~Rev. Jim Womack~~

2143 Ferncliff Rdj.

*Charlotte N.C. 28211*  
Western N.C. ✓ 28211

NORTH CENTRAL

Reverend Francis C. St. Anant	508 NE 1st St.	Marion, <u>Wisc.</u> ✓	54950
Mrs. Patricia Brown	30455 Progress Street Roseville, Michigan	<u>Detroit</u> ✓	48066
Mrs. Betty Clymer	250 Cedarwood Dr.	<del>Rt. 9</del> , Lexington, Ohio ✓	44904 <u>EOh</u>
Reverend Earl Black	509 Bryan Avenue Carterville, Illinois	<u>South Illinois</u> ✓	62918
Dr. Robert Jongerward	1011 2nd St. Muskegon, Mich.	<u>West Michigan</u> ✓	49440
Reverend Wm. Meddock <i>William D. Meddock Gettysburg U.M. Church</i>	<del>2521</del> <sup>2125</sup> Virginia Ave. Muncie, Indiana	<u>North Indiana</u> ✓	47303
Reverend Dan Baker	20 Park Place Williston N. Dakota	<u>North Dakota</u> ✓	58801
Reverend Robert S. Van Kleeck <i>Peter Ramstad Simpson U.M. Church</i>	<del>4101 W. 6th St.</del> <sup>2740 First Ave. So.</sup> Minneapolis	<u>Duluth, Minn.</u> ✓	<del>55801</del> <sup>55408</sup>
Reverend Elwood Rose	700 Erie St. Sylvania, Ohio	<u>W. Ohio</u> ✓	43560
Mr. Leroy H. Redfern	210 W. 3rd Cedar Falls, Iowa	<u>Iowa</u> ✓	50613
Reverend Leonard Sukut	432 59th St. Downers Grove, Ill.	<u>N. Illinois</u> ✓	60515
Reverend John Devries	606 N. Commercial Clark, South Dakota	<u>S. Dakota</u> ✓	57225
Mr. Varnon Brann	620 Pearl St. Richmond, Indiana	<u>So. Indiana</u> ✓	47374

*Central Illinois ✓*

THE SOUTH CENTRAL JURISDICTION - THE UNITED METHODIST CHURCH

CHAIRPERSONS

COMMISSIONS ON EQUITABLE SALARIES

Rev except as noted

Conference	Name	Address
✓ Little Rock ✓	George W. Martin	1100 Central, Hot Springs, AR 71901
✓ North Arkansas ✓	Frank Clemmons	Box 188, Dardanelle, AR 72934
✓ Central Texas ✓	Robert W. Sanders	1920 North 25th, Waco, TX 76707
✓ North Texas ✓	Thomas Shipp	Box 7164, Dallas, TX 75209
✓ Texas ✓	Kenneth Lambert	3511 Linkwood Drive, Houston, TX 77025
✓ Kansas East ✓	Carl L. Schenck	<del>612 Alma, St. Marys, Ks 66536</del> 6th & Lincoln, Wamego, Kansas 66547
✓ Kansas West ✓	George Wattenbarger	11 Detroit, South Hutchinson, KS 67505
✓ Louisiana ✓	<del>Edward O. Pickens</del> Rev. Ira Robinson	Box 118, Bastrop, LA 71220
✓ Missouri East ✓	Robert B. Carpenter	<del>4265 Shaw Ave., St. Louis, MO 63110</del> % Methodist Children & Family Services 110 N. Elm, Webster Groves, Mo 63119
✓ Missouri West ✓	Frank Stever	Hickory and Woods Sts., Neosho, MO 64850
✓ Nebraska ✓	<del>Clarence R. Campbell</del> Eugene D. Beye	<del>1104 A Street, Box 293</del> (Box 134, Creighton, NE 68729) Aurora, Ne 68818
✓ Oklahoma ✓	LeRoy Sewell	131 N. W. 4th, Okla. City, OK 73102
✓ New Mexico ✓	Clifford Hutton	300 W. College, Silver City, NM 88061
✓ Northwest Texas ✓	<del>George Sides</del> Mrs. Wilma Smith	<del>Route 11, Dimmitt, TX 79029</del> (Route 1) Wilson, Texas 79381 (Box 46)
✓ Southwest Texas ✓	Darrel D. Gray	2140 Allandale, Austin, TX 78756
✓ Rio Grande ✓	*Josue Gomez	2320 Brookmere, Houston, TX 77008
✓ Oklahoma Indian ✓		

7/30/76

\*lay persons

COMMISSION ON EQUITABLE SALARIES CHAIRPERSONS

Western Jurisdiction

Alaska:

✓ California-Nevada:

✓ *Rev.* Ralph Fellerson ✓  
9 Ross Valley Drive  
San Rafael, California 94901

✓ Oregon-Idaho:

Delbert P. Remaley  
1908 - 7th St.  
Tillamook, Oregon 97141

✓ Pacific Northwest:

Robert Walker  
P. O. Box 245  
Aberdeen, Washington 98520

*Rev Paul McConnell*  
*North 3928 Howard St.*  
*Spokane, Wash 99205*

✓ Pacific-Southwest (formerly Souther Cal.-Arizona)

~~Kenneth Miller~~  
~~4845 Brockton Avenue~~  
~~Riverside, California 92506~~

*Rev. Ray Myers*  
*5250 Santa Monica Blvd.*  
*Los Angeles, Ca. 90029*

✓ Rocky Mountain:

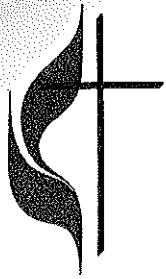
*The Rev.* Janet Sumner (acting chairperson) *Brentwood U.M. Church*  
1899 S. Irving  
Denver, Colorado 80219

✓ Yellowstone:

Sigurd Burch  
302 - 3rd St. W.  
Roundup, Wyoming 59072

✓ *Alaska Mission*

*J. a. c.*



## 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, 1977

Dear Friends:

The Judicial Council met October 29, 1977, to consider the constitutionality of paragraphs 451.2 and 934.6 of the 1976 Discipline. Because the National Consultation on Equitable Salaries was a party of record in petitioning the Council, a copy of the decision was sent to this office. I am enclosing a copy of that decision for your consideration. You will observe that the Council found the paragraphs in question to be in conflict with the Discipline and thus judged them unconstitutional, thereby removing them from the body of church law.

Doubtless we will wish to consider legislative proposals relative to clergy couples and less-than-full-time service appointments as they may relate to the Equitable Salaries Fund. Back to the drawing board!

Yours sincerely,

Kenneth M. Lambert

KML:ag

DECISION NO. 433

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

DIGEST

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

STATEMENT OF FACTS

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

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

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

We received from representatives of the Iowa Conference a carefully



prepared brief to which was attached copies of six forms.

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

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

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

#### Jurisdiction

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

#### Analysis

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

and in apparent conflict with other provisions of the Discipline.

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

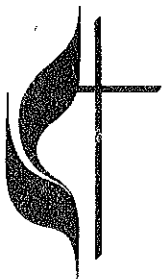
We believe the General Conference will endeavor, and be able, to find valid non-discriminatory ways, to provide for less than full-time service as a minister where circumstances make that at least temporarily necessary, without loss of essential rights of membership in full connection in an Annual Conference.

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

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

#### Decision

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



## THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church  
A Fellowship of the Division of the Ordained Ministry  
October 1, 1977

### 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:

To: The Judicial Council of the United Methodist Church  
Dr. Hoover Rupert, Secretary

Subject: Paragraph 934.6

Dear Dr. Rupert:

The Steering Committee of the National Consultation on Equitable Salaries meeting in regular session in Houston, Texas, on September 1, 1977, resolved that a brief be prepared and presented to the Judicial Council prior to its deliberations on the constitutionality of paragraph 934.6 of the 1976 Book of Discipline. The unanimous position of the Steering Committee is in support of the retention of this paragraph.

Copies of the brief prepared by the Commission on Equitable Salaries of the Western North Carolina Conference have just been received. Whereas the concerns voiced in the deliberations noted above have been addressed in this brief and Whereas the position of the brief embraces that of the Committee, we have elected to address this statement of concurrence and endorsement to the Judicial Council in lieu of fashioning an additional brief.

By action of the Steering Committee of the National Consultation on Equitable Salaries, September 1, 1977.

Kenneth M. Lambert,  
Secretary



COMMISSION ON EQUITABLE SALARIES  
Western North Carolina Conference

TO: THE JUDICIAL COUNCIL OF THE UNITED METHODIST CHURCH  
IN RE: PARAGRAPH 934.6, 1976 *DISCIPLINE*

Our Commission understands that the Western North Carolina Annual Conference has requested a declaratory decision on the constitutionality of Paragraphs 451.2 and 934.6 of the 1976 *Book of Discipline* and that this matter is on the docket of the October 26-29, 1977, session of the Judicial Council. Although this request for a ruling was based on the assumption that the provisions of these paragraphs might be unconstitutionally discriminatory against certain persons on the basis of marital status, our Commission is of the opinion that the procedures specified therein are not unconstitutionally discriminatory and that, indeed, they are necessary for the proper functioning of the program of minimum salaries in the Annual Conference.

Paragraphs 451.2 and 934.6 address the same subject, namely, waiver of minimum salary by clergy couples. In this brief, however, our Commission is concerned only to record its support for retention of Paragraph 934.6, and we shall confine our remarks to it. The reason for this limitation is that Paragraph 934.6 is limited in its scope to clergy couples serving in pastoral charge situations, which we believe to be the crucial area of concern in this matter, whereas Paragraph 451.2 also includes provisions concerning clergy couples in appointments beyond the local church, provisions which may well create legal difficulties in relation to the minimum salary programs in certain Conferences which should not be allowed to prejudice the case in regard to the more limited and necessary provisions of Paragraph 934.6.

In support of the provisions of Paragraph 934.6, we would offer the following considerations:

1. Judicial Council Decision 427, declaring Paragraph 451.3 unconstitutional, provided the impetus for the present request for a ruling on Paragraph 934.6. Both Paragraph 451.3 and Paragraph 934.6 address the issue of waiver of minimum salary.

It is our opinion, however, that there is no necessary relationship between Paragraph 451.3 and Paragraph 934.6 and that the unconstitutionality of the one need not imply the unconstitutionality of the other. Paragraph 451.3 was, as implied in Decision 427, potentially so sweeping in its impact as to have had adverse effects upon our itinerant system of ministry. Paragraph 934.6, however, is much more limited in scope and is an attempt to deal responsibly and fairly with a very special type of situation in a way which preserves the essential integrity of our itinerant system while at the same time recognizing the practical difficulties which may from time to time arise in the appointment of clergy couples.

2. The provisions of the Constitution with which Paragraph 934.6 might be construed to be in conflict appear in Paragraph 15.14, wherein the General Conference is authorized "to secure the rights and privileges of membership in all agencies, programs, and institutions in The United Methodist Church regardless of race or status." It is our opinion, however, that Paragraph 934.6 does not violate this part of our Constitution. Inasmuch as it is permissive legislation ("... may jointly waive ..."), places the initiative for such waiver upon the clergy couple themselves, and provides the safeguards of a consultative process and an annual review, Paragraph 934.6 in no way infringes upon the rights and privileges of the clergy couple in relation to the minimum salary program of the Annual Conference. In point of fact, this paragraph is intended to be beneficial to the clergy couple desiring not to live apart and yet faced with a limited availability of charges to which they may be appointed together or adjacently. We contend further that, in the case of the clergy couple appointed as co-pastors of the same charge ordinarily served by one pastor, failure to provide at least the opportunity for waiver of minimum salary claim would be discriminatory against other pastors serving charges and entitled to only one minimum salary for one full-time period of ministerial service.

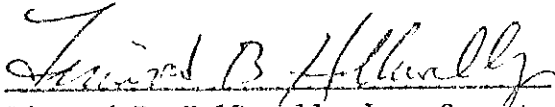
3. While such issues as pension credit and fulfillment of the obligations for full-time ministry are problems peculiar to the clergy couple with which the church

must responsibly and fairly deal, there is no necessity for considering Paragraph 934.6 in relation to these issues. We would suggest that the sole question to be answered in relation to Paragraph 934.6 is whether, without violating the Constitution or being in irreconcilable conflict with other provisions of the *Discipline*, a clergy couple may be permitted to waive their claim to minimum salary. There is no logical reason to cloud this issue by reference to other matters related to the clergy couple generally but not integral to the question of salary waiver itself.

4. There is precedent for the beneficial use of the procedures specified in Paragraph 934.6. In the absence of any persuasive evidence of unconstitutionality *per se*, the fact that this provision has served a useful purpose in several instances suggests that it is proper legislation which should not be nullified. Our experience with the appointment of clergy couples is admittedly limited across the church, and there are numerous matters yet to be dealt with completely. Yet we do know of instances in our own Conference in which voluntary waiver of minimum salary proved to be the only practical and equitable way in which a clergy couple appointment could be arrived at to the mutual satisfaction of the needs of the clergy couple themselves and of the needs of the Annual Conference for ministerial leadership.

We are persuaded that no attempt should be made to deny any pastor his or her right to a minimum salary for full-time service rendered. We contend that it is not the intent of Paragraph 934.6 to deny that right. It is rather intended to provide one possible alternative for needed flexibility as the church develops adequate procedures for the deployment of clergy couples in ministry. We respectfully request that Paragraph 934.6 be judged to be constitutional.

By action of the Executive Committee of the Commission on  
Equitable Salaries of the Western North Carolina Annual  
Conference, August 23, 1977.

  
Linwood B. Hollowell, Jr., Secretary

September 24, 1977

Dr. Robert W. Thornburg  
P.O. Box 871  
Nashville, Tennessee 37202

Dear Bob:

Enclosed is a copy of the brief in support of Par. 934.6 from the Western North Carolina Conference. Ten copies of this was mailed to Dr. Hoover Rupert, Secretary of the Judicial Council, on September 20th. with the request that it be considered at the October 26-29 session in Boston.

I will telephone you on Monday, September 26th. on this matter, but I am hoping that you will have received this copy before I call you in late afternoon.

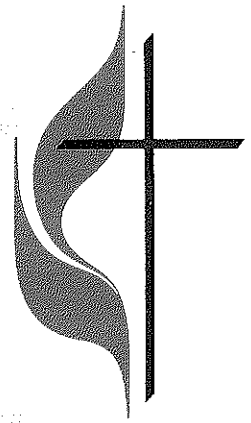
A letter arrived this morning from Tom Matheny stating that "the file" showed that I was a "party of interest" in Docket #4. He further stated that open hearings will be heard in this case on Thursday, October 27, at 2:00 P.M., and that briefs should be filed right away and that they should be notified as soon as possible for any requests to be heard orally.

Cordially,

James H. Womack

*called K.M.L. on 9/27/77, asked him to send letter from Ex. Comm. to Judicial Council in support of ¶ 934.6.  
(2<sup>nd</sup>) copy of brief to K.M.L. on 9/27/77*

The United Methodist Church  
JUDICIAL COUNCIL



PRESIDENT

TOM MATHENY  
P.O. Box 221  
Hammond, Louisiana 70401

504-345-3367

September 6, 1977

VICE PRESIDENT

TRUMAN W. POTTER  
919 Chappell Road  
Charleston, W. Va. 25304

SECRETARY

HOOVER RUPERT  
212 South Park Street  
Kalamazoo, Michigan 49006

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

Dear Mr. Womack:

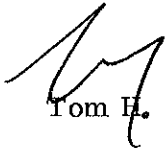
I note from the file that you are a party of interest in Docket #4 before the Judicial Council on October 26-29.

I am writing to remind you that open hearings will be held in this case on Thursday October 27 at 2:00 p. m. on the campus of the Boston School of Theology.

Please remember that if anyone desires to file a brief they should be filed right away and we should be notified as soon as possible for any requests to be heard orally.

If there is anything I can do for you prior to the session of the Judicial Council, please feel free to call on me.

Sincerely,

  
Tom H. Matheny

THM/dag

cc: Bishop Jesse R. DeWitt  
Rev. R. Paschal Waugh  
Dr. Hoover Rupert

*Telephoned reply  
on 9/27/77*

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L. B. HOLLOWELL

GRADY B. STOTT

L. B. HOLLOWELL, JR.

JAMES C. WINDHAM, JR.

H. WILLIAM PALMER

September 20, 1977

Dr. Hoover Rupert, Secretary  
Judicial Council of The United Methodist Church  
212 South Park Street  
Kalamazoo, Michigan 49006

Dear Dr. Rupert:

Enclosed herewith are ten copies of a brief submitted by the Executive Committee of the Commission on Equitable Salaries for the Western North Carolina Conference with regard to a declaratory decision to be rendered by the Judicial Council concerning the constitutionality of paragraphs 451.2 and 934.6 of the 1976 Book of Discipline. Our Commission would appreciate any consideration that you might give to this brief.

Yours very truly,

HOLLOWELL, STOTT & HOLLOWELL

L. B. Hollowell, Jr.

LBHjr/ndm

Enclosures

cc: Jim Womack

Denny White

Dr. Charles D. White

COMMISSION ON EQUITABLE SALARIES  
Western North Carolina Conference

TO: THE JUDICIAL COUNCIL OF THE UNITED METHODIST CHURCH

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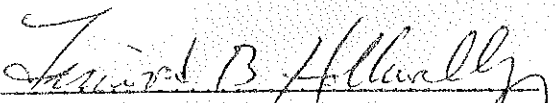


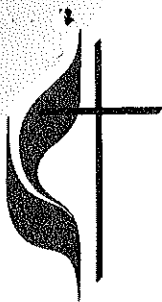
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By action of the Executive Committee of the Commission on  
Equitable Salaries of the Western North Carolina Annual  
Conference, August 23, 1977.

  
Linwood B. Hollowell, Jr., Secretary



# THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

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

May 19, 1977

## THE STEERING COMMITTEE

James H. Womack, Chairman  
Dr. Patrick Flaherty, Vice Chairman  
Dr. Kenneth M. Lambert, Secretary  
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Rev. James D. Archer  
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Ex-Officio  
Bishop Jesse R. DeWitt  
Dr. Robert W. Thornburg

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

Dr. Hoover Rupert, Secretary  
Judicial Council UM Church  
212 South Park Street  
Kalamazoo, Michigan 49006

Dear Dr. Rupert:

An article in the April 29th. issue of The United Methodist Reporter stated that the United Methodist Judicial Council had, in its April meeting, "declared unconstitutional a paragraph in the denomination's 'Book Of Discipline' which would allow pastors 'in full connection' to waive 'his/her claim upon the conference minimum salary'".

It is my understanding that the ruling on minimum salaries applies only to item 6 of Paragraph 934, but, since 934.2 also permits "any other variants the Conference may direct", the exact intent of the ruling is not clear to me.

It will be greatly appreciated if you would send me a copy of the ruling of the Judicial Council as it applies to Paragraph 934. Also, your further interpretation of the scope of intent of the ruling with respect to item 2.

Thanking you in advance, I am,

Sincerely,

*James H. Womack*  
James H. Womack

*To Consultation Committee Members:*

*For your information*  
*JHW*

August 16, 1977

2143 Ferncliff Road  
Charlotte, N.C. 28211

Dr. Hoover Rupert, Secretary  
Judicial Council  
The United Methodist Church  
212 South Park Street  
Kalamazoo, Michigan 49006

Dear Dr. Rupert:

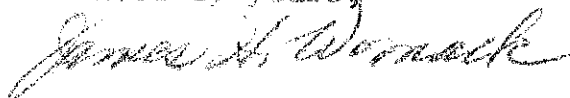
It is my understanding that the Judicial Council will rule on the constitutionality of Paragraph 934.6 of the 1976 Discipline at its October 26-29 meeting.

The National Consultation is probably going to file a brief on this matter, but I am not familiar with the procedure for doing so.

Please advise me about the rules and regulations regarding such action, i.e., number of copies, single or double spacing, etc.; if special forms are required, please send them to me at the above address.

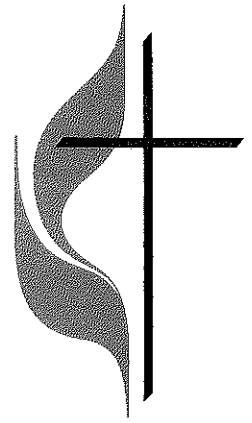
Your cooperation in handling this request will be greatly appreciated.

Sincerely yours,



James H. Womack

The United Methodist Church  
JUDICIAL COUNCIL



PRESIDENT

TOM MATHENY  
P.O. Box 221  
Hammond, Louisiana 70401

May 24, 1977

VICE PRESIDENT

TRUMAN W. POTTER  
919 Chappell Road  
Charleston, W. Va. 25304

SECRETARY

HOOVER RUPERT  
212 South Park Street  
Kalamazoo, Michigan 49006

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

Dear Dr. Womack:

In response to your letter of May 19, I am enclosing a copy of Decision 427. With respect to Paragraph 451.2 of the 1976 Discipline, may I say that we could not rule on this since it was not formally before us. I think you may find some helpful interpretation in Mr. Slutz's dissenting opinion which is included with Decision 427.

Cordially yours,

A handwritten signature in cursive script that reads "Hoover Rupert". The signature is written in dark ink and is positioned above the printed name "Hoover Rupert".

Hoover Rupert

HR:brd

Enclosure

CHARLES B. COPHER  
3340 Lake Valley Rd. N.W.  
Atlanta, Georgia 30331

PAUL A. DUFFEY  
P.O. Box 6128  
Montgomery, Alabama 36106

ELIZABETH B. GUNDLACH  
326 East Main Street  
Springville, N.Y. 14141

FLORENCE V. LUCAS  
(Mrs. D. Rex Edwards)  
114-07 228th Street  
Rosedale, N.Y. 70401

GENE E. SEASE  
1400 East Hanna A  
Indianapolis, Ind. 46227

LEONARD D. SLUTZ  
900 Tri State Bldg.  
Cincinnati, Ohio 45202

DECISION NO. 427

In Re: Request of General Conference for a Declaratory Decision Relating to the Constitutionality of Paragraph 451.3. Second Hearing (Judicial Council Memorandum 419).

DIGEST

Paragraph 451.3 of the 1976 Discipline can be considered only in relationship with Paragraphs 451.2, 934.6 and 1706.4(a)2, all of which were enacted in the same session of the General Conference. Taken together they are so inconsistent, vague and indefinite and so irreconcilably in conflict that Paragraph 451.3 is constitutionally invalid.

STATEMENT OF FACTS

In connection with the General Conference enactment of legislation the Legislative committee on Higher Education and Ministry included in its report the sentence, "The committee requests the Judicial Council to render a declaratory judgment on the proposed Paragraph 451.3."

The proposed paragraph in question stated:

"3. Appointment of pastors in full connection.—A pastor, upon consultation with the bishop and/or Cabinet may waive his/her claim upon the conference minimum salary. This waiver is to be effective until the time of subsequent appointment."

That proposed paragraph was renumbered and became Paragraph 451.3 in the 1976 Discipline.

The proposed paragraph as well as the recommendation of the Legislative Committee was adopted by the General Conference as noted in the Daily Christian Advocate of May 8th, 1976, page 974.

The matter was heard at the session of the Judicial Council held on

October 28th, 1976. Jurisdiction was retained for further hearing at the April 1977 session. (See Memorandum 419.)

### Jurisdiction

Jurisdiction is accepted under the Constitution, Paragraph 61.1, and the 1976 Discipline, Paragraphs 2507 and 2515.

### Analysis

The matter before the Judicial Council refers to legislation of the 1976 General Conference. That particular piece of legislation provides only that pastors in full connection may waive their claim upon the Conference minimum salary program. There are safeguards to such a decision, namely consultation with the bishop and/or Cabinet and an annual review of the decision.

Briefs have been filed from the Commission on the Status and Role of Women, Lyle T. Christianson, chairman of the Legislative sub-committee of the General Conference that dealt with this matter, and the Associate General Secretary of the Division of Ordained Ministry. All of these participated in the oral argument on April 21, 1977.

It is the position of the Commission that Paragraph 451.3 is constitutional. This position is shared by the chairman of the Legislative sub-committee.

On the other hand, it is the position of the Associate General Secretary that Paragraph 451.3 is unconstitutional. He makes the following significant points in his brief:

"6. The inclusion of paragraph 451.3 was an amendment added after the passage of 451.2. It has not, in fact, been tested with the difficult question of Pensions and Equitable Salaries.

As with paragraph 392 of the 1972 Book of Discipline it would be very difficult, if not impossible, to administer within the current language. Paragraph 392 was declared unconstitutional in Judicial Council 380. That (decision) reads in part: "The itinerant system requires that each effective ministerial member of the Annual Conference is entitled to an appointment and is required to accept an appointment when made."

"7. Most significantly, as it presently stands, 451.3 would radically alter our current and common understanding of the itinerant ministry of the denomination and without sufficient thought move away from any effective implementation of the appointment system. As it now stands it is clearly in conflict with paragraph 419 in describing members of the conference in full membership which reads: "They offer themselves without reserve to be appointed and to serve as their superiors in office may direct." It also conflicts with the historic question upon entrance in the conference #422.5 "Are you resolved to devote yourself wholly to God and his work?"

This brief has raised some serious questions, but there are still more that we must consider. We find it impossible to deal with Paragraph 451.3 by itself. It was enacted at the same time as Paragraph 451.2, and as a subsection of the same paragraph. The same session of the General Conference enacted Paragraphs 934.6 and 1706.4(a)2. All four of these sections deal with much of the same subject matter and contain inconsistent and sometimes contradictory provisions. All have a relationship to pension rights and have a bearing on Paragraphs 1706.4(a)1 and 1706.4(b) yet make no reference to those subparagraphs. Paragraph 1706.4 (then numbered 1259) was the subject of our Decision No. 386.

Paragraphs 451.2, 934.6 and 1706.4(a)2 are clear examples of special legislation discriminating among pastors on the basis of marital status. Paragraph 15.14 of the Constitution defines the authority of the General

Conference:

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

In Decision No. 7 of the Interim Judicial Council we held that in view of that provision a woman could not be denied membership in an annual conference as a layperson by reason of her status as the wife of a minister. In Decision No. 317 we held a woman could not be denied ministerial membership in an annual conference for the same reason.

Paragraph 451.3 by itself does not reveal all of these serious difficulties, inconsistencies, conflicts, vagueness and indefiniteness, but we are convinced that all of these provisions must be studied as they relate to each other. We therefore find Paragraph 451.3 to be so vague and indefinite and in such irreconcilable conflict with other provisions of the Discipline as to be constitutionally invalid.

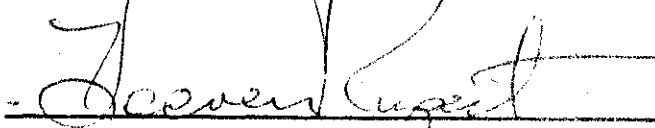
Decision

Paragraph 451.3 of the 1976 Discipline is constitutionally invalid.



---

Tom Matheny, President



---

Hoover Rupert, Secretary

April 23, 1977



## DISSENTING OPINION

I agree with the statement of facts and recognition of jurisdiction set forth in the opinion of the majority, and with most of the analysis, but disagree with their conclusion. I am influenced by two principles, both of which are recognized by the majority but to which I give somewhat greater emphasis.

First, we must always presume that actions of the General Conference are valid and uphold them if we can properly construe them not to conflict with the Constitution. We all gave much weight to that concept in our decision number 427.

Secondly, our jurisdiction is limited to questions properly brought before us. I feel we can now deal only with Paragraph 451.3 and must uphold it unless it, by itself, violates some provision of the Constitution or is in irreconcilable conflict with some other portion of the Discipline.

With this approach, I see nothing in the Constitution to prevent a pastor from waiving his claim upon the conference minimum salary. There is no constitutional provision requiring a conference minimum salary. Such plans are based upon General Conference legislation which the General Conference could amend or repeal.

I cannot see that Paragraph 451.3 has any effect on pension rights or the itinerant full time ministry. There is nothing in Paragraph 451.3 from which it logically follows that a waiver of minimum salary claim either increases or decreases a pastor's pension rights, or has any effect on his right to an appointment or his duty to accept one, or relates in any way to whatever commitment or obligation he has to render full time service.

Paragraph 451.3 is not, by itself, special legislation. It does not discriminate on the basis of marital, or any other, status, but applies equally to all pastors.

As I see it, Paragraph 451.3 is not necessarily inconsistent with, or inextricable from, Paragraphs 451.2, 1706.4 (a) 1 and 1706.4 (b). I feel 451.3 can stand on its own feet and is planted on sound constitutional ground from which it need not be dragged by the other three into the abyss of inconsistency, conflict, vagueness, indefiniteness and discrimination.

In my opinion, the other three sections are not before us and we cannot

now rule on them, so that we should concern ourselves only with Paragraph 451.3,  
and uphold it.

April 29, 1977

Leonard D. Slutz

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

December 9, 1977

James H. Womack, Chairman  
National Consultation on Equitable Salaries  
The United Methodist Church  
2143 Ferncliff Road  
Charlotte, North Carolina 28211

Dear Jim:

In reference to your letter dated November 17, 1977, my administrative assistant, Cara Chipkevich, has been in contact with the American Airlines Learning Center in Ft. Worth. They have nothing currently scheduled for late February or the first week in March, 1979 and would be happy to make tentative arrangements for our National Consultation. This far in advance they make only tentative arrangements but I don't think that would be a problem.

Concerning the second part of your letter, when the division looked at the question of the relation of guaranteed salary/guaranteed appointment to the matter of competency in ministry, it decided on a much larger study. I hope it will be ready for our March 1979 meeting for that is the target I am shooting for. I will let you know as it develops.

Sincerely,

*Bob/c*

Robert Watts Thornburg

RWT/cc

*Telephoned Chipkevich 4/3/78. She will trace American Airlines for confirmation. Will notify me*



A WORLD SERVICE AGENCY

November 17, 1977

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

Dear Bob:

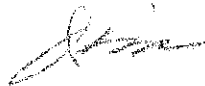
At your earliest convenience, will you please bring me up-to-date on the following:

1. Arrangements with American Airlines regarding the use of their Dallas training facilities for our National Consultation meeting in late February/early March of 1979, and
2. Progress of efforts to have prepared a "Position Paper" on the ministry. At this point I really am not clear on the role the National Consultation will have in the project, i.e., our area of responsibility in the planning, if any; our opportunity for input in the study itself, etc., etc.

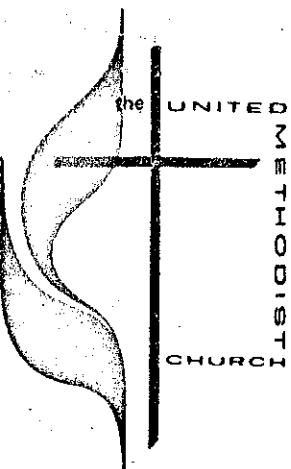
Early 1979 now seems a long way off, but I think it is not too early to get some low-key promotional work started for the meeting.

If there is any service that I can render in either of these projects, please let me know.

Sincerely,



James H. Womack



# Baltimore Annual Conference

## COMMISSION ON MINIMUM SALARY

10102 Reed Lane  
Ellicott City, Md. 21043  
December 13, 1977

Mr. John F. Norwood, Associate General Secretary  
Division of General Services  
General Council on Finance and Administration  
United Methodist Church  
1200 Davis St.  
Evanston, Illinois 60201

Dear Mr. Norwood;

Your August, 1977 tabulation of equitable salary plans, sent to Rev. Weber on September 22nd at Dr. Drennan's request, has been turned over to me as chairman-elect of our Conference's Equitable Salary Commission. Both Rev. Weber and I have been active in the area of equitable salaries in our Conference for a number of years, as well as participating in the Second National Consultation on Equitable Salaries and the more recent Northeast Jurisdictional meeting.

The last sentence on the tabulation's face sheet, which invited comments, prompts this communication. Basically, these comments related to a problem with which many of us have wrestled, namely, comparable basic data. The last paragraph of the tabulation's face sheet also articulates this problem.

The National Consultation on Equitable Salaries recently prepared a tabulation prepared from information supplied on questionnaires filled out by the various Equitable Salary Commissions (39 replied). A copy of this tabulation is enclosed (Enclosure 1). Our reactions to the tabulation related largely to the problem of comparability and were expressed in the letter to Mr. Womack (Enclosure 2). Your organization is probably the one to which to address such comments. Since the preparation of the Womack letter, it occurred to me that one additional item of expenditure could be added in an effort to secure comparability, namely, health and/or hospital insurance payments by the charges and/or conferences.

I am also enclosing a copy of notes designed to add a bit more meaning to the Consultation-prepared tabulation (Enclosure 3).

Because of (1) employment with the Social Security Administration and (2) some familiarity with its program, I have some concern with conference or church practices which may be implicit in entries such as those on page 4 of your tabulation for North Georgia or North Indiana. Within the framework of present law a church or a conference cannot pay the social security tax (FICA). Any payment to pastors which takes into account the social security tax is salary paid to the pastor and must be handled as such. Perhaps I'm oversensitive, but it seems to me that the Church ought to be extremely careful to avoid even the impression of "playing games" with Collectors of Internal Revenue. On your tabulation the entry for Nebraska dealing with the pastor's personal pension payment or contribution raises the same question.

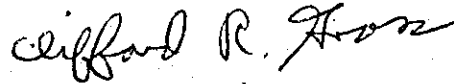
*Womack*

You will note that Dr. Robert Thornburg at Evanston (Ordained Ministry) is a member of the Consultation's Steering Committee. Perhaps you too are interested in more than a casual way in some of the Consultation's work and may find it useful to discuss such matters as these with him. My personal feeling is that the expertise, know-how, involvement, etc. in administrative matters and reporting matters are more likely to be found in your organizational component than his.

Thanks!

Enc. (3)  
cc. Thornburg  
Womack ✓

Sincerely,



Clifford R. Gross, member and chairman-elect  
Equitable Salary Commission  
Baltimore Annual Conference



Enclosure 1

## THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church  
A Fellowship of the Division of the Ordained Ministry  
October 7, 1977

### THE STEERING COMMITTEE

James H. Wornack, 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: Annual Conference Chairpersons  
Commission On Equitable Salaries

From: National Consultation On Equitable Salaries

Re: Survey On Minimum Salary Schedules

Attached is a summary of the data collected in our recent survey. Thirty nine (39) of our annual conferences responded to the questionnaire in time to be included in the results.

The salary schedules reported herein will become effective on January 1, 1978, and the amounts shown represent the base salary for each category. We have indicated with an asterisk those conferences which provide for additional salary based on meeting some specific condition - usually years of service, or specific achievement set by the conference. The additional salary that may be earned usually ranges from \$300 to \$1,000 per annum; in no case does it exceed \$1,500.

The replies on methods of setting minimum salary showed that most conference commissions still use a somewhat arbitrary basis. They "simply discuss the matter and then reach agreement on a vote of the members". Some of the other methods used are:

1. Previous year's salary increased by cost-of-living index,
2. A set percentage of average cash salary for conference members,
3. Same percentage increase as received by all conference members for previous year, and
4. Average current year increase for all ministers with charges with fewer than 300 members, rounded to nearest \$100.

Survey On Minimum Salary Schedules

While the Commissions On Equitable Salaries have no responsibility for setting pension rates, or salaries of District Superintendents, many of them take these items into consideration as they relate to the demands of the over-all Annual Conference Budget. They are included for that reason.

Pensions:

The rate ranged from \$70 to \$135 per service year; the median being \$100 per service year.

Several indicated that the Conference Boards were working on ways to increase their rates.

Salaries of District Superintendents:

DS's. salaries ranged from \$12,000 to \$28,750 per year; the median salary being \$17,531.

As in the case of minimum salaries, most of the conferences set DS's. salaries in an arbitrary manner; some used formulas such as:

1. Percentage of average of all salaries for conference members.
2. Percentage of average of top salaries for ministers. The number that were averaged ranged from 3 to 25.
3. One conference has salary brackets by years of service in cabinet - from one to six.
4. One conference has a district salary committee to set the salary for the DS for that district. (Salaries range from \$17,000 to \$28,750).

General:

We sincerely hope that the above will be of help to you as you consider your salary program for 1979.

Your comments, and any suggestions that you have for improving the report in future years will be most welcome,

CC: Members of Steering Committee



1978 MINIMUM SALARY SCHEDULES  
AND RELATED INCOME DATA

ANNUAL CONFERENCE	MINIMUM SALARY SCHEDULES-BASE				PARSONAGE UTILITIES		TRAVEL	
	CM	PM	AM	LP	ADDED	INCLUDED	ADDED	INCLUDED
Ala-W.Fla.	\$10,000	\$10,000	\$8,800	\$8,200		X		
Baltimore *	8,300	8,300	-	8,300	X		X	
Cal. Nevada	75% - 85% of average salary				X		X	
Central N.Y.	8,800	8,300	8,300	7,800	X		X	
Central Penn.*	8,700	8,200	8,100	7,600	X		X	
Detroit	9,800	9,400	9,800	8,800	X		X	
East Ohio	8,400	8,400	8,400	7,800	X		X	
Eastern Penn.	8,400	8,190	8,980	7,245		X	X	
Kansas East *	8,000	8,000	8,000	8,000	X		X	
Kansas West	9,500	9,500	9,500			X	X	
Kentucky	9,000	9,000	7,000	6,000		X		
Louisiana *	5,900	5,900	-	-		X		
Louisville	8,600	8,600	7,100	6,900		X		
Maine	8,700	7,700	7,700	7,300	X			
Minnesota *	9,000	8,100	-	-	X		X	
Missouri East	9,200	9,200	9,200	9,200		X		
Missouri West	8,500	8,500	8,500	8,500		X		
Nebraska *	10,300	( )	( )	( )		X	X	
New Hampshire *	7,400	7,400	7,400	6,500	X		X	
New York	8,770	8,670	8,770	-	X		X	
N. Alabama	9,600	7,400	7,400	7,000		X		
N. Indiana *	7,700	7,490	7,490	7,170	X		X	
North Miss. *	7,500	7,300	6,600	5,700		X		
N.W. Texas *	8,000	8,000	7,000	6,500		X	X	

MINIMUM SALARY SCHEDULES  
AND RELATED INCOME DATA

UTILITIES INCLUDED	TRAVEL EXPENSE		INSURANCE		CONF. LIMITATIONS ON SALARY SUPPORT	AMT. BUDGETED MIN. SAL. 1978	AVERAGE** SALARY	
	ADDED	INCLUDED	ADDED	INCLUDED				
X		X	X		2/3 of salary	\$125,000	6	\$11,483
	X		X		50% of sal & Trav	180,000	6	9,130
	X		X		None	120,000	6	12,232
	X			X	None	30,000	8	12,153
	X			X	None	50,000	7	10,960
	X		X		None	122,000	7	12,200
	X		X		None	54,000	8	12,142
X	X			X	None	151,000		-
	X		X		35% of salary	78,000		-
X	X			X	Varies	40,000	6	11,000
X		X		X	\$3,000 to L.P.	71,000	7	10,750
X		X	X		35% of salary	25,000	7	11,165
X		X	X		None	100,000	8	11,733
		X		X	None	14,000	7	10,400
	X		X		None	25,000	6	10,400
X		X		X	\$2,200	36,500	7	11,485
X		X		X	40% of salary	91,360	7	11,351
X	X			X	\$1,820 to \$2,260	16,000	5	12,090
	X			X	None	22,000	?	10,300
	X		X		None	156,000	6	12,385
X		X		X	None	129,000	7	11,621
	X		X		None	13,000	?	12,140
X		X		X	\$2,000 to \$3,000	114,000	7	9,878
X	X		X		\$2,000	72,174	8	12,384

MINIMUM SALARY SCHEDULES  
RELATED INCOME DATA

UTILITIES INCLUDED	TRAVEL EXPENSE		INSURANCE		CONF. LIMITATIONS ON SALARY SUPPORT	AMT. BUDGETED MIN. SAL. 1978	AVERAGE ** SALARY	
	ADDED	INCLUDED	ADDED	INCLUDED				
		X	X		None	\$ 35,000	7	11,000
X	X		X		None	53,835	6	8,720
		X	X		None	31,825	7	12,463
X		X		X	35% of Salary	200,000	7	14,112
X		X		X	None	75,000		-
	X			X	\$2,000	43,000	7	10,700
	X		X		None	35,000	7	12,135
X		X	X		\$1,600	130,000	7	12,500
X		X	X		\$3,000	94,354	7	11,693
		X	X		None	250,000	6	12,028
	X		X		None	40,000	7	12,875
X		X		X	30% of Salary	186,000	7	11,559
X	X		X		40% of Salary	400,000	7	11,922
X	X		X		None	57,000	6	10,445
	X			X	None	32,000		-

conditions, such as (1) years of service, (2) marital status, (3) level of education, (4) dependent children, and (5) number of churches on charge.

Reported varied so the year is indicated by the prefix before the amount, i.e., 6-11,051 would indicate the year as 1976.

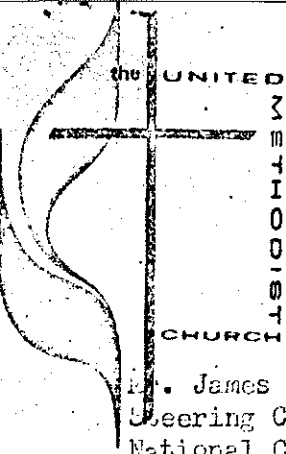
1978 MINIMUM SALARY SCHEDULES  
AND RELATED INCOME DATA

ANNUAL CONFERENCE	MINIMUM SALARY SCHEDULES - BASE				PARSONAGE UTILITIES		TRAVEL EXPENSE ADDED
	CM	PM	AM	LP	ADDED	INCLUDED	
Peninsula	\$9,200	\$9,200	\$9,200	\$7,700	X		
Red Bird	8,245	-	-	-		X	X
Rocky Mtn.	9,975	9,975	9,975	9,975	X		
South Carolina	10,500	9,500	9,500	8,500		X	
South Georgia*	9,200	8,000	8,000	7,600		X	
South New Eng.*	8,560	8,560	8,560	7,490	X		X
South N.J.	9,325	8,775	9,325	8,250	X		X
Tennessee	9,500	-	8,000	7,500		X	
Texas	8,500	-	-	7,500		X	
Virginia	9,800	9,000	9,000	8,400	Heat		
West Michigan	9,500	-	8,700	7,500	X		X
West Va.	9,400	9,400	8,080	7,525		X	
Western N.C. *	9,500	9,100	9,100	8,900		X	X
Western Penn. *	9,500	9,100	9,000	8,300		X	X
Yellowstone *	10,075	9,760	9,760	9,450	X		X

\* These conferences provide for increasing salary base by various conditions, such as (1) years of service, (2) marital status, (3) level of education, (4) dependent children, and (5) number of churches on charge.

\*\* Average salary includes 20% for housing. The years that were reported varied so the year is indicated by the prefix before the amount, i.e., 6-11,051 would indicate the year as 1976.

October, 1977



Enclosure 2

# Baltimore Annual Conference

## COMMISSION ON MINIMUM SALARY

10102 Reed Lane  
Ellicott City, Md. 21043  
November 7, 1977

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

Dear Mr. Womack;

The tabulation of equitable salary information, by conferences, represents a useful document!

I do, however, have a basic question about the footnote which accompanies the the double asterisk in the heading for the last column of the tabulation. I take it that the data in this column were derived from item 7 of your questionnaire of July 19, 1977. If so, the assumption would appear to be that item 7 represents the amount paid in cash during the year specified. This is what the figure of \$9,130 for 1976 in the Baltimore Conference represents, as is indicated in Note # 6 which accompanied the completed questionnaire. To the best of our knowledge, the concept of "cash plus 20% for housing" is used or has meaning only in a tax-pension context rather than in a "salary paid" context.

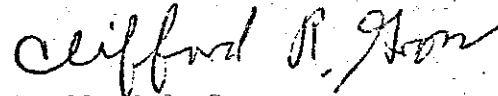
The inherent difficulty of summarizing information related to ministerial compensation calls to mind the consensus reached near the end of the Consultation at Kansas City. It was agreed that the financial reporting of the Church be modified to provide comprehensive information about ministerial compensation (payments in cash and perquisites) in such form that the totals would be substantially comparable with salary information in the society at large. In all probability, this could be accomplished only on a national basis because the report form(s) are undoubtedly standard form(s) used on a nationwide basis. To achieve the objective of compensation data comparability with data in the society at large, it would appear that the reporting form(s) would have to include the following items:

1. Salary paid by charge.
- Plus, 2. Supplementation of salary from other sources
  - a. Equitable salary
  - b. Mission
  - c. Temporary General Aid (TGA)
  - d. Other (specify source)
- Plus, 3. Appraised value of housing supplied (with or without furnishings) or cash housing allowance in lieu of supplied quarters.
- Plus, 4. Cost of utilities supplied (Electricity, heat, telephone, water, sewerage, etc.).
- Plus, 5. Tax savings on items 3 and 4 (Federal, and/or state, and/or municipal, and/or county and local government income taxes).
- Less, 6. 2.0% of taxable base for FICA (Federal Insurance Contributions) commonly known as social security tax. Represents difference between rate for self-employed and rate for employees in 1977. FOR THOSE COVERED.
- Equals, 7. Sum of items 1, 2, 3, 4, and 5 less item 6.
8. Travel allowance or reimbursement (not a component of compensation)

As I recall it, we had achieved substantial agreement on the general need for developing comprehensive and comparable data on ministerial compensation. We did get hung up on item 5 relating to tax savings. Item 6 represents a further refinement beyond the discussions at Kansas City. It is, in effect, an accommodation to the argument that ministers are taxed as self-employed persons for social security purposes. Perhaps items 5 and 6 could be combined and presented on a net basis.

If you have any questions about these materials or ideas, don't hesitate to communicate with me.

Sincerely,



Clifford R. Gross

# NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church  
2143 Ferncliff Road/Charlotte, N.C. 28211

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

November 13, 1977

Committee  
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Patricia Brown  
Keith Clarke  
Ralph Fellersen  
Patrick Flaherty  
Matthew H. Gates  
Arnold Knudsen  
Keith M. Lambert  
Stone  
James H. Womack  
Jesse R. DeWitt  
Robert W. Thornburg

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

Dear Mr. Gross:

Thank you for your letter of November 7th. I am very glad that you found the salary tabulation to be a useful bit of information to you.

Please accept my apology for the error in reporting the "average salary" for the Baltimore Conference. All of the other conferences reported the average salary figure as prepared for the use of the Pension Board, and your footnote #6 was simply overlooked at the time the copy was being prepared. If question 7 is repeated in the questionnaire next year I will make certain that it is more fully clarified so that all answers will be on a comparable basis.

At the committee in September we decided to schedule the next national consultation early in 1979 so that there would be plenty of time to perfect any legislative changes that we might want presented to the General Conference in 1980.

We also voted to have meetings or workshops along Jurisdictional lines again in 1978; something similar to the ones we had in October, 1976.

I hope to have the pleasure of seeing you again at the 1979 meeting.

Sincerely,



James H. Womack

# Enclosure 3

## NOTES ON TABULATION OF "1978 MINIMUM SALARY SCHEDULES AND RELATED INCOME DATA" PREPARED BY NATIONAL CONSULTATION ON EQUITABLE SALARIES

### CORRECTION OF BALTIMORE ANNUAL CONFERENCE AVERAGE SALARY

The figure supplied for item 6 of the questionnaire of the National Consultation on Equitable Salaries was \$9,130 for the Baltimore Conference. The schedule asked for the "Conference Average Salary". The tabulation, however, includes the average annual salary commonly used in a "tax-deduction" context which has a loading for housing. The comparable figure for our Conference is \$11,030. Change \$9,130 to \$11,030 on line 2 of the last column of the tabulation prepared by the National Consultation.

### EXPLANATION OF TABLE BELOW

In an effort to draw some meaningful generalizations from the National Consultation's tabulation, the conferences listed on the tabulation were arranged in decreasing magnitude of the minimum salary base for a conference member listed in the column headed "CM". For example, the highest amount paid by South Carolina would be ranked "1". Once this was done, the reporting conferences were grouped into "top ten", "2nd group of ten", "3rd group of ten", and "final group of nine". The data for these four groups appear in columns 2, 3, 4, and 5, respectively, on the table below:

	ALL CONFERENCES (1)	TOP TEN (2)	2ND GROUP OF TEN (3)	3RD GROUP OF TEN (4)	FINAL GROUP OF NINE (5)
1. No. of Conferences Reporting	39	10	10	10	9
2. Range of Minimum Salary Base	\$10,500- 5,900	\$10,500- 9,500	\$9,500- 9,000	\$8,800- 8,400	\$8,400- 5,900
3. % Supplying Parsonage & Utilities	46%	30%	40%	70%	44%
4. % Paying Travel Allowance	56%	40%	50%	60%	78%
5. % Supplying Paid Insurance	56%	50%	60%	50%	67%
6. % With no Limit on Share of Line 2 Amount	56%	50%	60%	70%	44%
7. % With Additional Fringe Amounts Above Line 2	41%	20%	40%	30%	78%
8. % of Conference Budgeting Over \$100,000	36%	60%	20%	30%	33%
9. Average No. Benefits Added to Base	2.6	1.9	2.5	2.8	3.1
10. Average Rank Order of Overall Average Salary --		12	20	18	27

GENERALIZATIONS FROM TABLE ON PRECEDING PAGE

1. The conferences paying the highest base minimum salary are the least likely to furnish parsonage and utilities (line 3).
2. The same was true of travel allowances, and, to a lesser degree, paid insurance (lines 4 and 5).
3. The higher base minimum salaries tended to carry with them restrictions on the amount or share the conference would pay (line 6).
4. The lower base minimum salaries were much more likely to carry fringe benefits for years of service, number of churches, family size, etc. (line 7).
5. A higher percentage of the conferences paying the highest base minimum salaries had budgets in excess of \$100,000 per year than those with the lower base minimum salaries (line 8). From this flow two generalizations. The first is that the higher base amounts require higher conference payments. The other is that those conferences paying the higher amounts assume the cost of benefits which the conferences with the lower base provide in their fringes or which are provided by the charges.
6. The conferences with the highest base minimum salaries also have the highest average salaries overall (see line 10), but the lowest number of additional benefits (line 9). Thus, there would appear to be considerably less difference between conferences than the figures, unadjusted for additional benefits, would seem to indicate.