

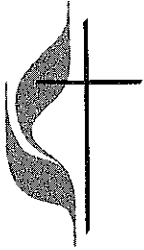
1335-3-8:06 Correspondence 1978  
(2003-022) EQUITABLE SALARIES

# NATIONAL CONSULTATION ON EQUITABLE SALARIES

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

January 26, 1978

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



## Executive Committee

Rev. James D. Archer  
Mrs. Patricia Brown  
Dr. D. Keith Clarke  
Rev. Ralph Fellersen  
Dr. Patrick Flaherty  
Rev. Matthew H. Gates  
Rev. Harold Knudsen  
Dr. Kenneth M. Lambert  
Dr. Cyril Stone  
James H. Womack  
Ex-Officio  
Bishop Jesse R. DeWitt  
Dr. Robert W. Thornburg

To: Exexutive Committee Members

From: James H. Womack

Now that the heavy work load of the final quarter of 1977 is behind you, (and before your New Year's Resolutions weaken) there are several items in the Minutes of our Houston Meeting to which I direct your attention. My comments herein will be numbered to correspond to the item numbers of the Minutes which were distributed by Kenneth Lambert on October 10, 1977:

1. Kenneth Lambert will shortly be issuing a news letter type of mailing to all Annual Conference Commission Chairmen, and he will contact Ralph Fellersen to work out some type of solicitation to be included.

If you have any items which you wish to be included in the news letter, please get them to Kenneth at once as he is under way with this project.

2. The "book" of information (prepared by General C.F. & A.) which Bob Thornburg brought to our meeting was very impressive, and I think it would be a very valuable source of information for newly elected members of Annual Conference Commissions On Equitable Salaries.

I suggest that one or two copies of it be secured and displayed at each of the Jurisdictional Workshops this year, and that comments on its potential usefulness be obtained. I am especially interested in the frequency of printing which seems to be most preferred - annually?, quadrennialy.

3. Part of the "mailing materials" referred to in this item were covered in the summary of data which I mailed out on October 7, 1977; the balance of it fell into a crack.

It is my plan to have a mailing of this nature go out this fall, and I will follow up with you later in the year.

4. I will handle this item to a conclusion with Archives.

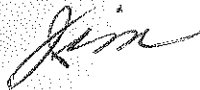
- 5 & 6. Require no follow up at this time.

7. No information on this so far, but presumably Matty & Ralph are following up on this. It will become a part of the operating manual.
8. American Airlines has made tentative arrangements for our National Consultation in early 1979, but will not make a definite commitment this far in advance. It is felt that this will not be a problem, but we will continue to follow-up for a definite date at the proper time.
9. Keith and Pat have completed the Questionnaire, and have the results in the hands of the Committee Members for use in the workshop planning. ( See Keith's letter of December 8, 1977 for details.)

Funding for travel reimbursement for one representative from each Annual Conference will be provided by the Division Of The Ordained Ministry on the same basis as before. Also, a "reasonable amount" for leadership in the Workshop, if needed.

10. This item will be handled in the News Letter referred to in item 1, above.
11. Work on the Operating Manual is being started with the enclosed Questionnaire. Please note the due date for the return of the copy to me.
12. Exact dates for our San Francisco meeting will be furnished to you as soon as arrangements have been completed.
- 13-15. Again, our sincere thanks to Betty and Kenneth for a wonderful experience in Houston.

Cordially,

A handwritten signature in cursive script, appearing to read "Jim".

Enclosures

## QUESTIONNAIRE ON OPERATING MANUAL

The following subjects were suggested at Houston as chapter material for an "OPERATING MANUAL FOR CONFERENCE COMMISSIONS ON EQUITABLE SALARIES".

1. Statement of purpose.
2. Organization Of Conference Commission.
3. Administration Of Conference Commission.
4. Guidelines For Conference Programs.
5. Models Of Programs.
6. Relationship to other Conference Agencies.
7. Relationship to Charge Parish-Pastor Relations Committee.
8. Some Criteria for Salary Setting.
9. Clergy Couples.
10. The Ordering Out Of Ministry.
11. Glossary of Terms.
- 12.
- 13.
- 14.
- 15.

- A. Please review the above list; add, delete, or revise as you deem appropriate. ( These subjects sort of came off of the tops of our heads in Houston. No effort has been made to edit them, so feel free to suggest changes.)
- B. It was suggested in Houston that the work of writing the manual be spread around to the Committee Members. On the copy of this form which you return to me, please list in order of preference the chapter heading on which you would be willing to write the text for the manual. (You may do this by putting numbers to the left of the numbers above.)
- C. Please return your revised copy of this to me not later than February 15, 1978; earlier, if possible. A postage-paid envelope is enclosed for your convenience in replying.

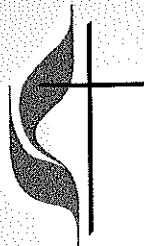
JHW



# NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church  
2143 Ferncliff Road/Charlotte, N.C. 28211  
February 5, 1978

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



COPY

## Executive Committee

Rev. James D. Archer  
Mrs. Patricia Brown  
Dr. D. Keith Clarke  
Rev. Ralph Fellersen  
Dr. Patrick Flaherty  
Rev. Matthew H. Gates  
Rev. Harold Knudsen  
Dr. Kenneth M. Lambert  
Dr. Cyril Stone  
James H. Womack  
Ex-Officio

Bishop Jesse R. DeWitt  
Dr. Robert W. Thornburg

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

Dear Kenneth:

In the February 3rd. issue of The United Methodist Reporter there was an article titled "Clergy Couples Face Hard Decisions", with a sub-title of "Council President Dissents".

In reading this article it is apparent that the Judicial Council was in sympathy with the purpose for which Paragraph 934.6 was written, but was forced to declare it unconstitutional because of the way in which it was worded. Also, they state that compliance with the ruling "as soon as possible" was intended to be vague enough to allow all possible flexibility in correcting the situations that are not now in compliance with their ruling. As I understand this, these situations would not necessarily have to be corrected until some new legislation is adopted at the 1980 General Conference.

I would appreciate it if you would read the article, and see whether anything about it should be included in the Newsletter which you will be getting out. I am sure that the bishops got information on this interpretation by Mr. Matheny, but I doubt if the Conference Commission Chairmen did. Whatever you decide will be O.K. with me.

With best regards for you and your family, I am,

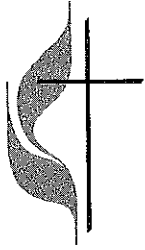
Sincerely yours,

James H. Womack

# 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*



February 6, 1978

## Executive Committee

Rev. James D. Archer  
Mrs. Patricia Brown  
Dr. D. Keith Clarke  
Rev. Ralph Fellersen  
Dr. Patrick Flaherty  
Rev. Matthew H. Gates  
Rev. Harold Knudsen  
Dr. Kenneth M. Lambert  
Dr. Cyril Stone  
James H. Womack

## Ex-Officio

Bishop Jesse R. DeWitt  
Dr. Robert W. Thornburg

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

Dear Jim,

Thank you for your recent notes, keeping us in harness when it might be that we'd have a tendency to forget.

I'm glad to have the information on our Consultation records. When we were in Houston, Bob Thornburg took the accumulation I had and told me he would see that it was placed in the Church Archives. I took him at his word on that.

I have to communicate with Ken Lambert on pinning down dates and format for our workshop. So I'll inquire of him if he has been provided with all the records that Byron had. If not, I'll try to get all this together and see that it gets in to Dr. Beal.

I trust all is well with you, and that you and Em are well.

I see by our recent Conference Newspaper that the ruling of the Judicial Council has created quite a flurry. I can't recall who of us (or if all of us) were to work on legislation proposals to correct this. Blessings on you.

Sincerely,

Cyril Stone

cs/ar

# Commission On Archives And History

BISHOP JOHN B. WARMAN  
PRESIDENT

JOHN H. NESS, JR.  
EXECUTIVE SECRETARY

THE UNITED METHODIST CHURCH  
TELEPHONE 704.456-9433  
POST OFFICE BOX 488  
LAKE JUNALUSKA, NORTH CAROLINA 28745

LOUISE L. QUEEN  
ASSISTANT EXECUTIVE SECRETARY

WILLIAM C. BEAL, JR.  
ARCHIVIST

EVELYN M. SUTTON  
LIBRARIAN

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

Dear Mr. Womack:

Thank you for your communication of February 1. I am deeply grateful to receive the enclosed background documents. They will be an invaluable asset for the staff of the Archives Division when they process the forth coming records and prepare the necessary finding aids after processing the shipment of records.

May God's blessings continue to overshadow your work and that of the National Consultation in this most important area of church life.

Sincerely,  
*William C. Beal, Jr.*  
William C. Beal, Jr.  
Archivist

*(Received Feb. 8, 1978)*

February 1, 1978

Dr. William Beal, Jr., Archivist  
Commission On Archives  
P.O. Box 488  
Lake Junaluska, North Carolina 28745

Dear Dr. Beal:

In our telephone conversation on January 27th. in which I requested storage space and cataloging for our records, I promised to send you a brief outline of the origin of the National Consultation On Equitable Salaries, and its exact relationship with The United Methodist Church.

The Reverend James D. Archer, chief organizer and first Chairman, prepared such a resume' for the General Church at the time we asked for official recognition. This resume' gives an excellent picture of the events as they occurred from our beginning to the date of the paper, December 3, 1975. A copy of his paper is enclosed.

Following the National Consultation meeting in September, 1975, the steering committee elected new officers for the 1976-1980 Quadrennium, and this committee met with Dr. Robert W. Thornburg, Associate General Secretary, Board Of Higher Education And Ministry, on January 29-30, 1976. The results of this meeting are described in Dr. Thornburg's letter of February 5, 1976 to Dr. Ned Dewire, General Secretary of the General Council On Ministries, a copy of which is enclosed.

The Steering Committee had another meeting with Dr. Thornburg on June 29, 1976, at which time we worked out the details of our relationship with the General Church. We became a "Fellowship" of the Division Of The Ordained Ministry as provided for in Par. 802.2e of the 1972 Discipline. The general agreements are outlined in the enclosed copy of my letter of August 5, 1976 to all of the members of the National Consultation.

At our Steering Committee meeting on September 1, 1977, in a discussion of the by-laws under which the Consultation would operate, we decided that the Steering Committee would henceforth be called the Executive Committee as this would more accurately describe the responsibilities which the committee exercises, and would also put it more in conformity with the nomenclature of the other boards and agencies of The Church.

Dr. William Beal, Jr.

February 1, 1978

The exact contents of the papers which Dr. Cyril Stone will be sending to you are unknown by me, but it is my understanding that they will cover the correspondence and other materials involving the work of the Consultation in its formative years.

No restrictions on the availability of the data for research are to be placed on the material to be sent to you for cataloging and storage in the Archives.

Thank you for the very cordial way in which you responded to our request.

Sincerely yours,

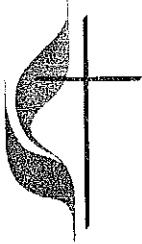
James H. Womack

Enclosures

# NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church  
2143 Ferncliff Road/Charlotte, N.C. 28211  
February 1, 1978

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



*Copy*

## Executive Committee

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

Dr. William Beal, Jr., Archivist  
Commission On Archives  
P.O. Box 488  
Lake Junaluska, North Carolina 28745

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Dr. William Beal, Jr.

February 1, 1978

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No restrictions on the availability of the data for research are to be placed on the material to be sent to you for cataloging and storage in the Archives.

Thank you for the very cordial way in which you responded to our request.

Sincerely yours,

A handwritten signature in cursive script that reads "James H. Womack".

James H. Womack

Enclosures

January 28, 1978

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

Dear Cyril:

Dr. William Beal, Jr., Archivist for the Commission On Archives, was contacted yesterday relative to the storage of the Consultation records in his department.

He very graciously agreed to accept our records, and, upon inquiry from me, gave the following suggestions for packing and shipping them:

1. Pack records solidly in a strong paperboard shipping box. If box is too large for contents to fit solidly, cut box down to proper size so that contents will fit solidly.
2. Prepare a list of the documents (by categories) being shipped; enclose one copy of the list inside of the shipping box, and mail one copy to Dr. Beal at the shipping address shown below. List should be in sufficient detail to give a general idea of contents. It should also give method of filing; e.g., by subject, by project, chronologically, miscellaneous, etc.
3. Seal box securely with strapping tape, and then tie box with a small rope so that contents will be protected from loss in case of damage in shipment.
4. Ship box by United Parcel Service. Mail copy of list (item 2) to Dr. Beal at time of shipment.

Shipping Address: Dr. William Beal, Jr.  
Archives Division  
Archives Way at Lakeshore Drive  
Lake Junaluska, N.C.

Mailing Address:  
Dr. William Beal, Jr.  
Commission On Archives  
P.O. Box 488  
Lake Junaluska, N.C. 28745

Sincerely,

CC: Dr. Beal

James H. Womack



10-18  
 Feb. 10, 1978

THE NEWS SERVICE OF THE UNITED METHODIST CHURCH  
 Martha Man, Director • 475 Riverside Dr., New York, N.Y. 10027 • 212/663-8900

NASHVILLE, Tenn. (UMC)---In the wake of a Judicial Council ruling that clergy couples in the United Methodist Church cannot waive rights to minimum salary in order to share ministerial service, a task force has compiled a list of "alternatives" being used by some bishops, cabinets and clergy couples. The list is being mailed to all bishops and clergy couples.

In its Oct. 29 decision, the Council said legislation in the 1976 Book of Discipline aimed at adding flexibility for ministry by clergy couples was "discriminatory on the basis of marital status" as well as "irreconcilably inconsistent and in conflict" with other regulations.

Officials in the Division of the Ordained Ministry, who unsuccessfully fought to have the flexible language retained, are now at work planning legislation to propose to the 1980 General Conference.

Dr. Doris M. Jones, staff member of the division, said she has found cabinets and clergy couples are very creative and open to change and alternatives "as long as the spirit of openness is present."

A sample of the 15 alternatives listed by the task force, meeting recently in Dallas, Texas, includes:

--"One half of the clergy couple takes full-time appointment and the other takes appointment beyond the local church.

--"Both take full-time appointments with parsonages. They live halfway between both appointments. Both churches rent their parsonages and give the clergy couple a parsonage allowance.

(more)

Clergy Couples

--"One takes an appointment as senior pastor with parsonage and the other as an associate at the same charge with no parsonage.

---"Appointment to church and community at less than minimum salary with them working out their own housing and their own hours.

---"Each one take a continuing education leave for six months at full salary which would leave one to serve the church one half of the year while the other is involved in educational pursuits."

In its decision last October the Judicial Council acknowledged that several pastoral appointments already had been made under the provisions adopted in 1976 and said "necessary adjustments must be made as soon as practically possible."

One of the alternatives listed by the task force is to interpret the council's "as soon as practically possible" as meaning 1980.

A consultation of clergy couples is being planned for Oct. 30-Nov. 2.

###

CONTACT:

Thomas S. McAnally  
Nashville, Tenn.  
615-327-2700

February 3, 1978

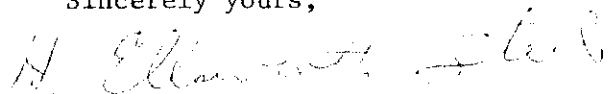
Dear Fellow Churchman:

Over the last several years you have kindly sent me materials and answered my questions concerning the Equitable Salary Program within your Conference. Of the 70 Conferences 57 responded to my survey questionnaire. I have drawn additional information from the Journals. Some of the more significant results from these two surveys are summarized below. Those carrying an asterisk are based upon the questionnaires.

Within the next several months I shall submit to the Board of Higher Education and Ministry in Nashville a fairly detailed paper on my findings. Dr. Robert Thornburg has encouraged me to believe that his office may be able to print my study and distribute it to interested persons.

Thank you very much for your contribution to the study and for the interest which many of you have expressed in it. I hope that the results will be of value to the various commissions, the pastors and their church members.

Sincerely yours,



H. Ellsworth Steele

- \* 1. What primary goal is your Commission actually seeking to achieve?
  - a. To assure each pastor at least a minimum standard of living 57.
  - b. To influence all charges to pay an equitable salary 18 %.
  - c. To enable all charges to have a fully-trained pastor 4 %.
  - d. To make it possible for the Bishop to assign pastors wherever they are most needed 9 %.
  - e. Other 12 %.
  
- \* 2. Which of the goals noted above should your Commission be pursuing:
  - a. 21 % b. 21 % c. 14 % d. 18 % e. 26 %.
  
- \* 3. Should an Equitable Salary Commission provide salary supplements for retired pastors now serving a charge? Yes 30 % No 68 % No answer or other 2 %.
  
- 4. Should an Equitable Salary Commission provide salary supplements for student pastors serving a charge? Yes 61 % No 13 % No answer or other 26 %.
  
- \* 5. Should a pastor be permitted by an Equitable Salary Commission to waive his or her right to a minimum or equitable salary? Yes 80 % No 16 % No answer or other 4 %.
  
- 6. Will the ESC grant a supplement to a pastor with outside employment? Yes 25 % No 56 % No answer or other 19 %.
  
- 7. Are travel allowances counted as part of pastoral income in determining the amount of supplement? Yes 70 % No 27 % No answer or other 3 %.

8. Are hospitalization and health insurance premiums paid by local churches counted as part of pastoral salary in determining the amount of supplement? Yes 27 % No 59 % No answer or other 14 %
9. Are life insurance premiums paid by the local church counted as part of pastoral salary in determining the amount of supplement? Yes 24 % No 56 % No answer or other 20 %
10. Are funds for professional growth counted as part of pastoral income in determining the amount of supplement? Yes 18 % No 70 % No answer or other 12 %
- \*11. Are scholarship and educational grants counted as part of pastoral income in determining the amount of supplement? Yes 7 % No 80 % No answer or other 13 %
- \*12. Does the supplement granted qualified pastors vary with marital status? Yes 16 % No 79 % No answer or other 5 %
13. Does the supplement granted qualified pastors vary with the number of children? Yes 19 % No 81 % No answer or other      %
14. Does the ESC limit the amount of supplement awarded to any pastor? Yes 60 % No 24 % No answer or other 16 %
15. Does the ESC limit the number of years a given charge can be assisted? Yes 15 % No 33 % No answer or other 52 %
- \*16. Should the ESC limit the number of years a given charge can be assisted? Yes 45 % No 25 % No answer or other 29 %
- \*17. Does the ESC encourage charges to become self-sufficient by allowing an Equitable Salary pastor to "retain" a portion of any salary increase granted by the charge? Yes 42 % No 52 % No answer or other 6 %.
18. Does the Commission add to salary minimum increments based upon years of service? Yes 40 % No 56 % No answer or other 4 %.
- \*19. Do any other agencies in the Conference besides the Equitable Salary Commission provide salary supplements for local pastors? Yes 45 % No 45 % No answer or other 10 %
- \*20. Should the Equitable Salary Commission be responsible for coordinating all salary supplements for local pastors? Yes 58 % No 5 % No answer or other 37 %
- \*21. Is the Conference Equitable Salary Commission reaching its goals? Yes 74 % No 9 % No answer or other 17 %
- \*22. Does the Equitable Salary program lead to the closing of smaller churches, say those under 50 in membership? Yes 9 % No 84 % No answer or other 7 %

February 11, 1978

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

Dear Clarence:

In answer to the question in your letter of February 8th., there will be a meeting of the National Consultation On Equitable Salaries in the early part of 1979. Tentative arrangements have been made for late February/early March in Dallas, Texas. There is a possibility that the location will be elsewhere, but I think it is reasonably safe to plan on Dallas.

In the meantime, we are planning to hold Jurisdictional meetings during 1978, and you will be receiving a notice on this before too long. We will provide transportation reimbursement on the same basis as we did for Atlanta in the fall of 1976.

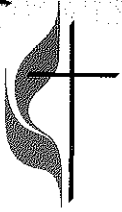
Also, at this time it appears that we will be able to provide air transportation for one to the national meeting, but I think that you should definitely put the item in your budget for 1979 just in the event that our financing does not come through as expected.

Looking forward to seeing you at both of these events,  
I am,

Sincerely yours,

James H. Womack

P.S. If you have any suggestions for topics for either of these events, please let me know.



HOLSTON CONFERENCE

*Commission on Equitable Salaries*

THE UNITED METHODIST CHURCH

February 8, 1978

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

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

Dear Jim:

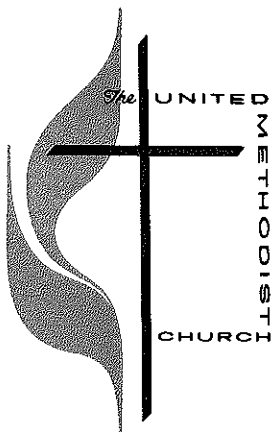
I am inquiring as to whether a National Consultation on Equitable Salaries is scheduled for next year, prior to the next General Conference. I knew we discussed this at our meeting in Kansas City, and assumed it would be.

We want to get this item in our 1979 budget which we will be adopting shortly. I would also appreciate it if you can give me the place of such a meeting.

God's blessings and peace be with you.

Sincerely,

Clarence G. Dishman



## New York Conference Council on Ministries

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

February 16, 1978

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

Dear Jim:

Enclosed is a draft of a Glossary of Terms. I am sorry that I have been so long in getting them to you. I did an original draft in September and sent it to Ralph, but because of complications in his personal situation he was not able to deal with them until just last week. On the basis of some notations he made, I have rewritten the Glossary and have returned a copy of the rewrite to him with the suggestion that if he still feels strongly about my final rewrite, he should send his feelings directly to you.

I am sure that as we begin to go over these terms in our Jurisdictional workshops that they will be changed considerably. However, it is a beginning of a common terminology and that I think is our aim.

We have set our Northeast Jurisdictional workshop for May 8-9 at Bergamo East Retreat Center in Utica, New York. Some weeks ago I sent out the questionnaires but have had very few returned.

Will you be sending out some additional suggestion as how best to organize this workshop or are we entirely on our own? It would be helpful I think to share some suggested models to stimulate our thinking. Thanks for all you do.

Sincerely,

Matthew H. Gates  
Council Director

MHG:er  
Encl.

## Glossary of Terms

**EQUITABLE SALARIES** - is the system of The United Methodist Church by which a just, fair, relational compensation is provided for skill, ability and labor given in ministry.

In equity it is fair to both the pastor and to the church charge for a "laborer is worthy of his hire" as the church is worthy of the labor and skill.

The aim is to provide a good and just salary for adequate ministry in a particular place with a minimum floor set by the Annual Conference below which there is no equity.

The Equitable Salary package is a plan of total compensation that goes beyond the cash salary and includes housing, utilities, health insurance and other normally accepted fringe or professional benefits.

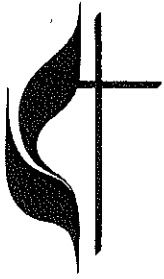
The Equitable Salary system has several components:

- 1) Minimum cash salary - the amount of cash salary determined by the Annual Conference to be a base salary for fulltime ministerial appointments which the local church/charge is expected to meet and which the Conference will support if the local church/charge cannot meet.
- 2) Benefits - fringe benefits paid on behalf of a minister in addition to cash salary i.e. parsonage, utilities, health insurance, continued education, etc.
- 3) Expenses - out of pocket money paid by the minister in the course of doing church work that is reimbursable by the church on an agreed upon scale: i.e. automobile, mileage expense, tolls, meals away from home on church business, office supplies, etc.
- 4) Salary Supplement - the amount of salary above the minimum salary a conference assumes the responsibility for in order to enable ministry in a situation declared to be of strategic importance for ministry and mission; where a person of special skill and expertise may be required, whose salary is already above the minimum - i.e. new church development, cooperative parish leadership, inner city ministry. Salary supplement funds may come from other church agencies, i.e. annual Conference boards, General Church boards, Conference mission, various societies, etc.

A working principle might be stated in this fashion: Minimum salary support is to the pastor placing a base under his/her needs. Salary supplement is basically to the situation enabling a particular kind of ministry to happen.

- 5) Fulltime ministry - is an appointment by the Bishop to which a pastor gives his full working hours to the local charge, to district, conference, national tasks and to the community. In situations where any salary support comes from the Conference it would preclude regular outside secular employment.
- 6) Workload - a field of service big enough to utilize and challenge the skill, energy, creativity of a professionally trained person.





## THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

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

February 24, 1978

### **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* To: Chairpersons of all Conference Commissions on Equitable Salaries  
*Mrs. Patricia Brown*  
*Dr. D. Keith Clarke* From: The Steering Committee, The National Consultation on  
*Rev. Matthew H. Gates* Equitable Salaries  
*Rev. Harold Knudsen*  
*Dr. Cyril Stone*

#### **Ex-Officio**

*Bishop Jesse R. DeWitt  
Dr. Robert W. Thornburg*

This mailing is designed to broaden your perspective on what Equitable Salaries means across United Methodism. A variety of kinds of information is contained.

1. A complete copy of the Judicial Council decision ruling out the "waiver option" for clergy couples.
2. A financial summary of Annual Conference supplement expenditures.
3. An overview of 1978 Annual Conference schedules for supplements.
4. Announcements concerning 1978 Jurisdictional Workshops.
5. Announcement of the 1978 National Consultation.
6. Miscellaneous information designed to be helpful for you.

If this mailing has come to you by error PLEASE FORWARD IT TO THE CHAIRMAN OF YOUR ANNUAL CONFERENCE COMMISSION ON EQUITABLE SALARIES. This is an indication that our files do not have that person's name and address. Such corrections should be addressed to Dr. Kenneth M. Lambert, (Secretary), 3511 Linkwood Drive, Houston, Texas 77025.

## HAS THE TREASURER HEARD FROM YOU?

Ralph Fellersen acts as treasurer for the National Consultation. He needs to hear from you concerning the dues of this organization. The planning, coordination, and development of programs presents some expense. In Kansas City we voted to send Ralph \$40 per annual conference per year to underwrite the cost of the work of the steering committee in its efforts between our general meetings. Please mail your 1978 dues promptly to Reverend Ralph Fellersen, 9 Ross Valley Drive, San Rafael, California 94901. And if you failed to send your \$40 for 1977, please try to catch that up, too.

## WHAT OTHER CONFERENCES ARE DOING

In the office of Dr. Robert Thornberg, Associate General Secretary of the Board of Higher Education and Ministry, Nashville, is a copy of every Annual Conference program of Equitable Salaries as adopted in 1977 sessions. These have been gathered in a very large volume which can be made available to you at copying cost. Here is a verbal description of the varieties of ways we attend to salary supplements. Write Dr. Thornberg for the entire volume if your survey of the summaries continued in this mailing stimulate your interest. Otherwise, write the Annual Conference which has an item in the summary sheets which spark your curiosity.

## JURISDICTIONAL WORKSHOPS THIS SPRING

In each Jurisdiction a Workshop for the Chairpersons of all Commissions will be held in the spring of 1978. This Workshop is designed to serve two specific purposes: 1) a time of sharing answers to practical problems in administering local programs. 2) a time of gathering the major concerns from across the church which should be addressed in legislation presented to the General Conference of 1980. You know the problems. You have found some of the answers. Come to the Workshops prepared to present both. This is the first of a multi-step effort to prepare and present better legislation to General Conference. You will receive details on the Workshops in other mailings.

## 1979 NATIONAL CONSULTATION SET FOR DALLAS

The first National Consultation on Equitable Salaries since our Kansas City Meeting in 1975 will be held in Dallas in March of 1979. The exact dates are still being negotiated. Now is the time to plan funding for members of your Commission to attend the Consultation. As 1979 Budgets are being prepared, please plan into them the cost of transporting and housing the representatives of your Commission. A room-and-board package in a conference center is being sought to hold costs as low as possible. Details will be made available through the 1978 Jurisdictional Workshops.

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 Hule 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.

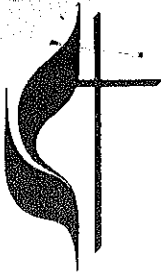
#### Decision

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.

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     |                          |               |



# THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

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## THE STEERING COMMITTEE

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Bishop Jesse R. DeWitt  
Dr. Robert W. Thornburg

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<br>CONFERENCE | MINIMUM SALARY SCHEDULES-BASE |          |         |         | PARSONAGE UTILITIES |          | TRAVEL EXPENSE |          | INSURANCE |          | CONF. LIMITATIONS<br>ON SALARY SUPPORT | AMT. BUDGETED<br>MIN. SAL. 1978 | AVERAGE**<br>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.



Mrs. Tom (Patricia) Brown II  
30455 Progress  
Roseville, Michigan 48066

March 7, 1978

Dear Jim,

I received the letter from Ralph Fallerson about our NCEES meeting in September.

My consultative heart and my social heart want to come to San Francisco. My miserly brain is causing me to hesitate!

I discovered that air fare to SF when staying less than 7 days is \$380, with a 5% increase being added May 1 - at least by American Airlines. Added to the \$50/day hotel rate, and not including four trips to and from the airports, and meals, the total begins to resemble the cost of my 2 week stay in Europe last Summer! (truly)

When I multiply that figure by 11 of us, my brain takes over and wonders whether there should be any alternatives investigated.

Sincerely,

*Pat*

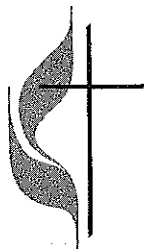
*Telephoned her 3/14/78. OK*

# NATIONAL CONSULTATION ON EQUITABLE SALARIES

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

March 17, 1978

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



## Executive Committee

Rev. James D. Archer  
Mrs. Patricia Brown  
Dr. D. Keith Clarke  
Rev. Ralph Fellersen  
Dr. Patrick Flaherty  
Rev. Matthew H. Gates  
Rev. Harold Knudsen  
Dr. Kenneth M. Lambert  
Dr. Cyril Stone  
James H. Womack

## Ex-Officio

Bishop Jesse R. DeWitt  
Dr. Robert W. Thornburg

To: Executive Committee Members

From: James H. Womack

In my letter of January 26, 1978, I enclosed a questionnaire on the Operating Manual which we proposed to write for use by the Conference Commissions On Equitable Salaries. Based on the responses received from you, I am making the following assignments for the writing of the various chapters:

1. Statement Of Purpose. - James H. Womack
2. Organization and Administration Of Conference Commission. - James D. Archer
3. Guidelines For Conference Programs. - Cyril Stone
4. Models Of Programs. - Kenneth Lambert
5. Relationship To Other Conference Agencies. - Patricia Brown
6. Relationship To Charge Pastor-Parish Relations Committee. - Harold Knudsen
7. Some Criteria For Salary Setting. - Matthew Gates
8. Clergy Couples. - Robert Thornburg
9. The Ordering Out Of Ministry. - Jesse DeWitt
10. Glossary Of Terms. - Ralph Fellersen
11. Future Concerns. - Patrick Flaherty

Keith Clarke has graciously agreed to edit the material, and to put it into proper format for reviewing at our September meeting in San Francisco. In doing so, he has

March 17, 1979

made the following requests:

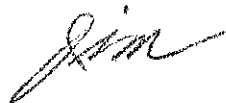
1. That the chapter which you write be typed, and that it be triple-spaced, and
2. That the material be in his hands not later than July 15th.; earlier, if possible.

As you get into the business of actually writing your chapter it is possible that you will think of other material which you feel should be included in the manual. The solution is simple; give it a heading, and include it in your mailing to Keith.

At our September meeting, we will review the complete draft of the document, and complete plans for putting it into production for distribution. Advance copies will be available for distribution at the National Consultation in Dallas in early 1979.

Keith's mailing address is: 938 Pine Hill Drive  
Fairmont, West Virginia 26554

Sincerely yours,



BOARD OF HIGHER EDUCATION AND MINISTRY



THE UNITED METHODIST CHURCH

DIVISION OF ORDAINED MINISTRY

Associate General Secretary  
Robert Watts Thornburg

Directors  
Robert L. Davis  
Douglass E. Fitch  
Doris Moreland Jones

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

April 5, 1978

The Reverend James H. Womack  
National Consultation on Equitable Salaries  
The United Methodist Church  
2143 Ferncliff Road  
Charlotte, N. C. 28211

Dear Jim:

I have received all the excellent mailings regarding the National Consultation. I have asked Doris Jones to do the work on clergy couples as they relate to equitable salary-- that is her real field, but I had a follow-up question concerning your earlier letter.

I now have print-outs by charge and salary which will indicate the distribution of charges by different sizes and by salary ranges. It is fascinating material, but in its present form needs wide interpretation. As a matter of fact, it is so voluminous that it is almost overwhelming. How much data do you think the brothers want? In what form might it best be presented? These relate the size of the congregation to size of salary and other such statistical manipulations. I think we can do anything we need to, but give me some guidance of stuff that can be taken from the General Minutes and added and subtracted against one another. As soon as I have your guidance, I will try to move ahead.

Very sincerely,

Robert Watts Thornburg

RWT/BNP



January 26, 1978

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

Dear Bob:

In reviewing the Denver Meeting Minutes, I found that I had failed to follow-up on Bishop DeWitt's adopted motion that " we request from general agencies such statistical data as they routinely gather which relates to ministerial support".

My knowledge regarding the data that is now available is practically zero, and I am turning to you for some guidance in the matter of trying to comply with his motion. I am wondering, also, whether the data which you brought to our Houston meeting (prepared by General C.F. & A.) might not represent about all of the available data that would be of interest to us.

I have some ideas regarding the gathering and distribution of data which I plan to discuss at our next Executive Committee meeting, but I would appreciate any suggestions that you might have for action in the interim.

Sincerely,

James H. Womack

BOARD OF HIGHER EDUCATION AND MINISTRY



THE UNITED METHODIST CHURCH

DIVISION OF ORDAINED MINISTRY

Associate General Secretary  
Robert Watts Thornburg

Directors  
Robert L. Davis  
Douglass E. Fitch  
Doris Moreland Jones

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

April 19, 1978

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

Dear James:

Thank you for your letter of April 12. Dr. Thornburg and I have not been in the office at the same time for several weeks so I did not know until I received your letter that I was to write the chapter on "Clergy Couples" for your operating manual. If you will give me some guidelines as to length, the kinds of subject matter that you would like for me to deal with, and due date then I shall be glad to work with you on this assignment.

I will send a carbon of this letter to Keith Clarke since he is the person responsible for putting the manual together, and perhaps one of you could give me the information that I need to proceed. My priorities, with a portfolio as large as mine, sometimes have to be on a sliding scale depending upon deadlines.

I look forward to hearing from you.

Cordially yours,

Doris Moreland Jones

DMJ:cp

cc: Dr. Keith Clarke  
938 Pine Hill Drive  
Fairmont, West Virginia 26554

*Telephoned Jones' secretary took message. mailed copy of my letter of Mar. 17<sup>th</sup>. 5/1/78*



A WORLD SERVICE AGENCY

April 12, 1978

Dr. Doris M. Jones  
Division Of Ordained Ministry  
P.O. Box 871  
Nashville, Tennessee 37202

Dear Dr. Jones:

Dr. Robert Thornburg has informed me that you will be the one who will write the chapter on "Clergy Couples" for our operating manual.

I am deeply grateful to you for undertaking this assignment, and we will be looking forward to receiving this material from you.

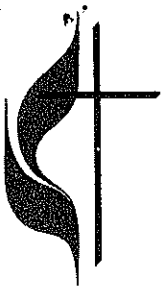
As stated in my letter to Dr. Thornburg, Keith Clarke will be the person who will be responsible for putting the manual together, and, by copy of this letter, I am notifying him of the arrangement which has been made with you.

If either of us can be of any help, please let us know.

Sincerely yours,

  
James H. Womack

CC: Dr. Keith Clarke  
938 Pine Hill Drive  
Fairmont, West Virginia 26554



# 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:

April 24, 1978

Dear Steering Committee:

Here are three items for your information:

1. Jim Womack asked for the list of the Conferences who have paid their 1978 dues
 

|                        |       |
|------------------------|-------|
| 1. Western N. Carolina | \$ 40 |
| 2. North Indiana       | 40    |
| 3. Kansas East         | 40    |
| 4. California-Nevada   | 40    |
| 5. West Virginia       | 80    |
| 6. North Alabama       | 40    |
| 7. South Carolina      | 40    |
| 8. Rocky Mountain      | 40    |
| 9. Virginia            | 40    |
| 10. South Georgia      | 40    |
2. *4 more paid as of*  
Everyone is registered at the Hilton Hotel in San Francisco. Anyone who comes early or plans to stay over needs to make their own arrangements. If you wish, I can furnish Hotels and rates for you. The Hilton rooms start at \$50 per night and go up. Other nearby Hotels are much less.
3. For those who want to see some of the San Francisco area, I would be happy to arrange a tour to Muir Woods to see some redwoods, a tour of the Bay (a two hour boat ride), a tour of the city seeing Golden Gate park, China Town, Japan Center, etc. Give me some idea of what you like and I'll arrange the event. If your wives have ideas of what they want to see or do, let me know.

More information on September meeting will be coming to you in July.

Peace,

Ralph Fellersen

rf/lh



NATIONAL CONSULTATION EQUITABLE SALARY

August 10, 1977

Previous Balance from January 10, 1977 report \$ 484.63  
 Refund from Hotel California 7.14

Dues Paid:

|                            |       |                |
|----------------------------|-------|----------------|
| -1. Western North Carolina | \$ 40 |                |
| -2. North Alabama          | 40    |                |
| 3. Wyoming-Kirkwood        | 40    |                |
| 4. Rocky Mountain          | 40    |                |
| -5. Louisville Kentucky    | 40    |                |
| 6. California-Nevada       | 40    |                |
| 7. Central Illinois        | 40    |                |
| -8. South Georgia          | 40    |                |
| 9. West Michigan           | 40    |                |
| -10. Virginia              | 40    |                |
| 11. Memphis                | 40    |                |
| 12. New York               | 40    |                |
| -13. South Carolina        | 40    |                |
| 14. Eastern Pennsylvania   | 40    |                |
| -15. North Carolina        | 40    |                |
| 16. Reo Grande             | 40    |                |
| 17. North Texas            | 40    |                |
| 18. Northwest Texas        | 40    |                |
| -19. Mississippi           | 40    |                |
| 20. Southern New England   | 40    |                |
| 21. Southern New Jersey    | 40    |                |
| 22. Detroit                | 40    |                |
| 23. Peninsula (Dover, Del) | 40    |                |
| 24. Kansas East            | 40    |                |
| -25. Tennessee             | 40    |                |
| 26. Minnesota              | 40    |                |
| 27. East Ohio              | 40    |                |
|                            |       | 1080.00        |
|                            |       | <u>1571.77</u> |

Expenses:

|                                    |           |               |
|------------------------------------|-----------|---------------|
| James Momack                       | \$ 107.12 |               |
| Matthew Gates Refund               | 10.00     |               |
| Kenneth Lambert                    | 88.88     |               |
| First United Methodist, San Rafael | 15.91     | 221.91        |
|                                    |           | <u>221.91</u> |

NEW BALANCE \$ 1349.86

BOARD OF HIGHER EDUCATION AND MINISTRY



THE UNITED METHODIST CHURCH

DIVISION OF ORDAINED MINISTRY

1001 Nineteenth Avenue, South/P.O. Box 811/Nashville, Tennessee 37202/Phone (615) 327-2700

Associate General Secretary  
Robert Watts Thornburg

Directors  
Robert L. Davis  
Douglass E. Fitch  
Doris Moreland Jones

April 24, 1978

The Reverend Dr. D. Keith Clarke  
938 Pine Hill Drive  
Fairmont, W. Va. 26554

Dear Keith:

I have your April 10th letter requesting information on equitable salaries. As I guess you have read, I have been relieved of my responsibility with the Division, and since there is no longer a staff person who will have opportunity to relate at this particular time to a National Commission, I am afraid we will not have an opportunity to update the data on the 1977 journals for some time to come. I am desperately sorry for this since I had taken responsibility and had full intentions of fulfilling it, but as you know it is a rather voluminous job, and being totally without staff support for this will make it impossible to do now. I genuinely hope that the National Consultation will find help from the new leadership of the Division and that the important things you are doing to help it will be continued.

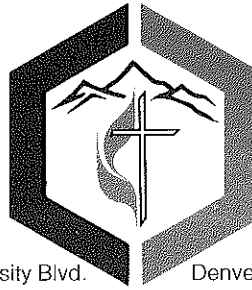
Very sincerely,

Robert Watts Thornburg

RWT/BNP

CC:

F. Thomas Trotter  
James H. Womack ✓



ROCKY  
MOUNTAIN  
CONFERENCE  
OF THE UNITED METHODIST CHURCH

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

Denver, CO 80210 (303) 733-3736

April 26, 1978

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

Dear Jim:

This is just a hurried note to answer some of your recent correspondence.

I'm afraid that Ralph and I have fallen down somewhere in getting together to set up the Western Jurisdictional school workshop. I was really hoping I would hear what the South Central set-up was and encourage people of the Western Conferences to go there for wider participation. I have written Ralph twice asking what suggestions he has but as of this date I have not heard from him. I'm afraid it is too late to do much now in the way of a Western Jurisdictional workshop or encourage people to go to South Central.

I hope to have the chapter you requested in your hands by the 15th of July. I am looking forward to seeing you next fall in San Francisco. I am wondering what might happen to our relationship to the Department of Ministry with Bob Thornburg leaving that position.

I hope you will have an enjoyable summer.

Sincerely,

Hal Knudsen

HCK:bjm

May 2, 1978

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

Dear Bob:

It is with great regret that I learn through a copy of your letter to Keith Clarke that you have been relieved of your responsibility with the Division, and thus with your connection with the National Consultation.

Bob, I cannot imagine how the National Consultation could ever have come fully into being without your help and guidance in our formative years (which still exist, for that matter). We desperately needed someone who understood our particular needs and problems, and you were always there in the clutches to lend support and guidance when it was needed. At the same time, you recognized our desire to remain a self-motivating, free-wheeling type of organization, and you never tried to organize us into a stereotyped bureaucratic agency. For all of this, we are grateful.

On the personal side, let me say that I have enjoyed every minute of our association together. Especially do I appreciate the sensitivity which you have shown me personally as we worked through the sticky period of organization, and affiliation with your Division.

I am sure that I speak for each member of our Executive Committee when I say, Godspeed and happiness in your new undertakings.

Cordially yours,



James H. Womack

May 9, 1978

327-2700  
615-847-8500

Dr. F. Thomas Trotter, General Secretary  
Board Of Higher Education And Ministry  
The United Methodist Church  
P.O. Box 871  
Nashville, Tennessee 37202

Dear Dr. Trotter:

The South Central Jurisdiction Workshop was held in Oklahoma City on May 2-3, 1978, and Dr Cyril Stone tells me that requests for reimbursement of expenses have been submitted to the Division Of The Ordained Ministry.

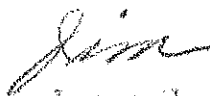
There were 23 persons from ten Annual Conferences at the workshop. This means, according to our verbal agreement with Dr. Thornburg, that up to ten persons would be eligible for air travel reimbursement, plus full expenses reimbursement for the two Executive Committee members, Drs. Lambert and Stone. I will appreciate your following up on this so that the reimbursements may be made in the usual order of procedure.

In time, you will be receiving similar requests from the North Eastern, the North Central, and the South Eastern Jurisdictions - the North Eastern in May, the South Eastern in July. The Western Jurisdiction will not sponsor a Workshop this year, and I do not have the date for the North Central.

I felt greatly reassured about our continuing fine relationship between the Board and our National Consultation following our telephone conversation last week, and I am very grateful to you for being willing to take personal responsibility in serving as our contact person during this period of time.

If you need any information on our operations, or if we can cooperate in any way, please let me know.

Cordially,

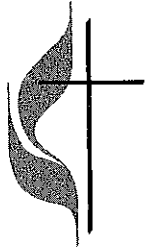


James H. Womack

# 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



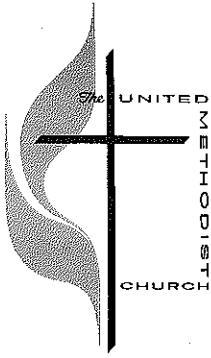
## Executive Committee

Rev. James D. Archer  
Mrs. Patricia Brown  
Dr. D. Keith Clarke  
Rev. Ralph Fellersen  
Dr. Patrick Flaherty  
Rev. Matthew H. Gates  
Rev. Harold Knudsen  
Dr. Kenneth M. Lambert  
Dr. Cyril Stone  
James H. Womack

## Ex-Officio

Bishop Jesse R. DeWitt  
Dr. Robert W. Thornburg

1. Workshops - full expenses for 2 from each jurist (8 people)
2. Full expenses for Exec. Committee meeting in San Francisco in Sept.  
*Dis. Travel*
3. Expenses for one delegate from each Annual Conference for Nat. Consult. in Dallas. Full expenses for 10 + Bishops + Div. Liaison
4. Will you ~~replace~~ serve as our contact for rest of Quinquennium?
5. Can you meet with us in S.F.?



## 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 8, 1978

Mr. James Womack  
2413 Ferncliff Rd  
Charlotte, N. C. 28211

Dear Jim,

I should have included this with my previous letter, but here it is anyway.

I wanted to share with you my feeling about the arrangements for San Francisco. Ralph has indicated the rooms are a \$50 per day rate. I know that there may be a feeling that "since someone else is carrying the freight, why not?" but in good conscience and in good stewardship, I wonder if it is wise to find a less expensive accommodation. When our churches are not all paying World Service in full (and that is where the money comes from for our expenses) it seems more in keeping with responsible action to reduce costs as possible.

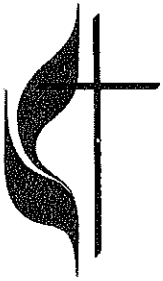
I'd be delighted to hear from you on this matter and certainly I will be cooperative in whatever final decision is made. I wanted you to know where I am in this matter. Bless you.

Sincerely,

  
Cyril Stone

cs/ar

*O. B. after June 1, my address will be  
Box 745, Lovington, N. Mex 88260  
I'll try to get out a draft of the  
material before that time. Cs*



# 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  
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Rev. James D. Archer  
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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 10, 1978

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

Dear Jim:

My copy of Newscope for April 28, 1978, just arrived. To my dismay, the dismissal of Robert Watts Thornburg was announced. What does this do to our National Consultation meeting planned for September?

It appears that Dr. Thomas Trotter, general secretary of the Board of Higher Education and Ministry seems to know what is going on. Since all of our ties have been through Bob Thornburg, where does that leave us in terms of his financial help? Ann Gunderson has resigned in protest of Bob's "release." Oh, Boy!

Perhaps we need to check in with Dr. Trotter to see if our support is still available.

Four more Conferences have sent in their contributions.

Let me know how to proceed for our San Francisco session. If we need to cancel, I would like to do so as soon as possible.

Shalom,

Ralph Fellersen

rf/1h

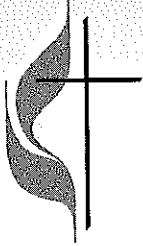


# NATIONAL CONSULTATION ON EQUITABLE SALARIES

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

May 16, 1978

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



## Executive Committee

Rev. James D. Archer  
Mrs. Patricia Brown  
Dr. D. Keith Clarke  
Rev. Ralph Fellersen  
Dr. Patrick Flaherty  
Rev. Matthew H. Gates  
Rev. Harold Knudsen  
Dr. Kenneth M. Lambert  
Dr. Cyril Stone  
James H. Womack

## Ex-Officio

Bishop Jesse R. DeWitt

**Dr. F. T. Trotter**

To: Executive Committee Members

From: James H. Womack

The April 21, 1978 issue of The United Methodist Reporter stated that "The chief executive of United Methodism's Division of Ordained Ministry will not be rehired this fall, according to a statement released at the spring meeting of the division here April 10-11". On May 1st. I telephoned Dr. F. Thomas Trotter, General Secretary of the Board Of Higher Education And Ministry, and he confirmed the news report in general.

The purpose of my telephone call, of course, was to clear the air insofar as the change might affect the relationship which has existed between the Division and the National Consultation. And, may I hasten to add, the air IS clear.

I found Dr. Trotter to be well informed in a general way about the work of the Consultation, and very supportive of the work which we are doing. Supportive, in fact, to point of volunteering to serve as our Division contact for the interim period, at least. This, in spite of the fact that he will have other added duties at this time.

On May 15, I telephoned Dr. Trotter again to tell him that I had received questions from several of you concerning the news report, and that I felt that I should not only respond in a general statement, as I have above, but that you would need specifics on the funding for the Jurisdictional Workshops which are now in progress, and the Executive Committee meeting in September. Financing for both of these have been approved by him. In addition, he will have the Division represented at our meeting in September in San Francisco.

American Airlines has given tentative approval for the use of their facilities in Dallas for the National Consultation meeting in 1979, but no definite agreement on any phase of this at this time. I will keep you informed on developments. Definite plans for this meeting will be the main item of the agenda at San Francisco, but I would like for you to be considering shifting the date to the fall of the year in the meantime.

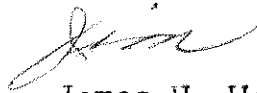
Executive Committee Members

May 16, 1978

Major changes can be unsettling, even to the point of discomfort. In this case, I am sure that we are in good hands, and I want you to know that I feel perfectly comfortable about our future.

I look forward to seeing each of you in September.

Sincerely,



James H. Womack

Please Note: After June 1, 1978, the address of Cyril Stone will be:

Dr. Cyril Stone  
P.O. Box 745  
Lovington, New Mexico 88260

May 24, 1978

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

Dear Ralph:

Thank you for your letter of the 19th. in which you clarify the room rates for the Hilton during our meeting time. At the rates involved I am not the least surprised that you would be wanting to make it abundantly clear.

Nonetheless, Em and I are planning to stay over a couple of extra days, and I would appreciate it if you make our reservation for four nights, beginning with the night of September 26 and extending through the night of the 29th. We plan to arrive in the morning so that we can start the meeting immediately after lunch on the 26th. I am sure that you will have plenty to do in handling the requests from our group, but I hope that this added request will not be the straw that breaks.....

Ralph, your suggestion of the trip to see the redwoods sounds great, but I am not sure that our time will permit. How much time does it take, and how far ahead do reservations have to be made? I hope it can be worked in.

You mentioned a restaurant that you would like to take the group for a seafood dinner. Is this still in your planning? I believe that you said this would be where the food was better, and the prices more reasonable than some of the tourists traps. That is what we will be looking for, I think.

Another thing that the visitors will need to know about, and that is the weather. What will the weather normally be that time of year, and what weight clothing will be needed?

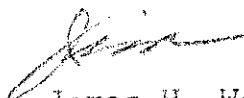
I am not sure how many wives will be brought along, but it is my belief that there will be two or three, at least. Are there nice stores near the Hilton? (For looking, even if not buying.) Do most of the daytime tours use the Hilton as a departure point in the event they want to do that while we slave away? After a cross-country drive, which we plan

for our travel out there, I am not sure how many other activities Em will be up to, but I suspect the others will be wanting to see as much as they can in the allotted time. Any information that you can furnish will be appreciated by them, I am sure.

This group seems to be very flexible in meeting and adjusting to the demands of the instant, so I am sure that anything that you decide will be agreeable. Certainly, it will be with me.

Thank you for handling the details of the meeting for us, and for all that you do for the Consultation. It is appreciated.

Cordially,



James H. Womack

P.S.: About to forget an important item! Would it be possible to arrange for the committee members to sign their hotel bills, and have them sent to Nashville for payment? This would be a convenience, if it can be arranged. JHW



# 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:

May 19, 1978

Dear Jim,

Thanks for your letter clearing the matter of Mr. Thornburg not being continued. It is good to know that the support is still present.

Regarding rates for hotel rooms in September. The Hilton has given us special rates of \$31.00 for doubles and \$28.00 for singles for our meeting. For those who plan to stay over or come early to the meeting, the rate is \$50.00 per night. Perhaps I was not as clear as I should have been, but for the meeting, the lower rate is a special arrangement through the Bishop's office. I did not want any of the people to feel that if they stayed over, the rate would be the same as while the committee was meeting.

I have had notice from Bishop DeWitt of his inability to be with us. He has a conflict of dates.

While we are in San Francisco, perhaps time could be arranged for an afternoon to travel to see the redwoods. The cost is \$6.50 per person.

clarify notes to members when I write them re: meeting, topics, etc., Manual

There are a couple of other things of interest to do if time will permit. I will await your thoughts as to how much free time can be worked into the schedule.

Have no worry of the cost of the rooms for the time of the committee meeting. They are reasonable. It is when we are on our own that the trap is set by our hotels!

Shalom

Ralph

May 16, 1978

Dear Ralph:

At the time we talked about the hotel arrangements, and later in a letter from you, you indicated that you thought that we could get a rate of about \$30.00 for the rooms at the Hilton.

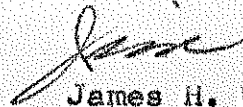
In your last note regarding this, I get the impression that this is not the case, and that the rate will be \$50.00. Also, you stated that there other nearby hotels where more reasonable rates may be had.

If the \$50.00 rate does in fact apply to our reservations, I suggest that you consider one of the other locations that would be convenient to the meeting room.

Any arrangements that you decide on will be agreeable with me, but I do believe that we should consider making a change.

Let me know what you decide.

Sincerely,



James H. Womack



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

March 1, 1978

TO: The Steering Committee  
National Consultation on Equitable Salary

Regarding our meeting in San Francisco September 26-27-28, reservations are being made in your name now! This seems early, but hotels fill up with conventions of various sorts months in advance. If you are bringing your wife, husband, or anyone along, we need to know as early as yesterday in order to have rooms available.

Our plan at this moment is to use the Hilton Hotel (rooms start at \$50 and up) which is right across the street from the California-Nevada Conference Headquarters. Our meetings will be at the Headquarters building. Our Bishop Marvin Stuart may be able to help us on the price of the rooms, but this means we have to know now how many reservations.

Those of you who want to come early or stay later need to get back to me very soon so that reservations for rooms can be made for you. There are cheaper priced hotels nearby where we can work you in.

My assumption is that you would like to see something of the area while you are here. If time is available, we can arrange some reasonable tours for you. You will help me a great deal by filling in the card regarding how many of you will be here.

Blessings on you.

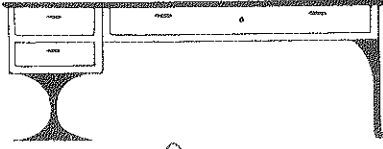
Shalom,

Ralph Fellersen

rf/lh



FROM THE DESK OF



DATE

5/26/78

Caryl Stone

~~Carol Stone~~

Dear Jim,

Here is a rough draft for  
a starter. I'm not even  
sure it is the format you  
have in mind. Write to me  
& let me have your suggestions  
and inclusions for guidance.  
I appreciate that moving  
is hectic!

Cordially

Caryl



112 THIRD STREET, NORTHWEST  
ALBUQUERQUE, NEW MEXICO 87102

505 243-5833

Paul Rippberger / M. J. Cathey

June 1, 1978

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

Dear Keith:

Attached is a copy of the material which I have prepared for the first chapter of the Operating Manual. You will recognize it, no doubt, as the paper which Dr. M.L. Roberts and I prepared jointly as a statement of philosophy for the reason and purpose of the Commission On Equitable Salaries.

This was not exactly what I had in mind doing when I assigned myself to this subject, but after trying several other projections, I decided that this was probably my best effort in this direction.

Also, I have prepared a short statement which might be used as a foreword. This, also, is enclosed.

Mr. Editor, please feel free to put the "blue pencil" on this material in any way that you may wish; Re-word, revise, or reject.

Good luck with your venture.

Sincerely,



James H. Womack

Patricia Brown's address after June 15th.:

432 W. Saginaw  
Hemlock, Michigan 48626

## STATEMENT OF PURPOSE

The word equitable is defined as that which is "characterized by equity or fairness; just and right; fair; reasonable." The word minimum is defined as "the least quantity or amount possible, assignable, or allowable; the lowest amount, value, or degree attained or recorded." Thus, the concept of equitable salaries is quite different from that of minimum salaries, although a minimum salary may need to be established as a step toward arriving at what constitutes an equitable salary.

An equitable salary for a minister in the United Methodist Church implies remuneration commensurate with the qualifications of the minister and the demands and responsibilities required to serve a particular charge as well as remuneration which meets the minister's normal and reasonable living requirements. Salary should never be the attraction for one to enter the ministry, nor should it be the deterrent to one who is called. Some charges obviously require the service of a minister with special talents and qualifications, and an equitable salary in such situations may have little relationship to the ability of the charge to support that salary. New or rapidly changing situations are examples of such needs.

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

The Commission On Equitable Salaries is concerned with more than minimum salaries. It is as much concerned that the minister of the largest and most prestigious church in a Conference receives an equitable salary as it is that the full-time minister of a small rural charge receives a fair and reasonable minimum salary. Too often charges with financial resources sufficient to erect magnificent buildings or to provide many special ministries to others fail to give equitable salary support for their own ministers. Such oversight is rarely deliberate. It is more often reflects a failure on the part of the minister, the Pastor-Parish Relations Committee, and the Adminis-

trative Board to discuss objectively and honestly equitable salary support.

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

The Commission On Equitable Salaries must assume the responsibility for formulating guidelines for determining equitable salaries which local churches can follow in developing sound and realistic programs of financial support for all full-time ministers. In meeting this responsibility, the Commission must encourage and provide information and incentives for local churches to assess each year their resources for providing fair and reasonable salaries which will reflect such factors as the cost of living, the financial resources of each church and its membership, and the significance these members place on the role which the United Methodist Church should assume in their communities for pro-

claiming the Good News, for helping the poor and needy, for teaching the Word of God, for celebrating the presence of Christ, for healing sick minds and bodies, and for binding together in close and meaningful fellowship those who are determined the THE CHURCH will be the most influential institution in the world.

## FOREWORD

By action of the 1972 General Conference, the name of the Commission On Minimum Salaries was changed to the Commission On Equitable Salaries. No substantial change was made in The Discipline in describing the duties and authority of the newly named commission, yet the definitions of the two words - minimum and equitable - are so different that the conclusion must be reached that some different duty must be expected. If not expected, at least it would be permitted.

Representatives of several annual conferences Commissions On Equitable Salaries across the Church got together in Birmingham, Alabama, in February 1974 to discuss their ideas/<sup>on</sup> what might be implied in the name change, their common problems in the administration of their work, their specific programs and procedures of operations. At this first meeting of the group, it was felt that real benefits accrued to those in attendance, and that a meeting on a full national scale should be held in Kansas City in September 1975.

Out of the Kansas City meeting came the National Consultation On Equitable Salaries, a loosely organized, self-motivated, body of annual conference leaders; operating within the General Church, but not officially a part of it. Feeling that the Consultation could best serve

the interests of the Church by becoming a recognized part of it, we requested that we be made a "Fellowship" of the Board Of Higher Education And Ministry. This was accomplished in early 1976, and we became "A Fellowship Of The Division Of The Ordained Ministry". Since that time we have held several meetings/workshops in all of the five jurisdictions of our Church. From these jurisdictional meetings we have gathered some of the ideas, philosophies, and methods of operations that seem ~~###~~ to best describe the work of the commission. These are put together in this publication which we term a "Manual Of Operations For The Annual Conference Commission On Equitable Salaries". It is not expected that this manual will furnish the answers to all of the problems that you will encounter in the day-to-day operations of your commission, but we do believe that you will find much that will help to point the way.



BOARD OF HIGHER EDUCATION AND MINISTRY



THE UNITED METHODIST CHURCH

DIVISION OF ORDAINED MINISTRY

Associate General Secretary  
Robert Watts Thornburg

Directors  
Robert L. Davis  
Douglass E. Fitch  
Doris Moreland Jones

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

June 23, 1978

The Reverend Donald J. Cunningham  
First United Methodist Church  
Twenty-Fourth and Broadway  
Oakland, California 94612

Dear Mr. Cunningham:

I have your May 1 letter concerning the study of pastors' salaries. I apologize for the delay in responding, but will now try to be of such help as I can and give you references beyond that.

As you know for two quadrennia the Discipline carried provisions for a basic salary plan (see 1972 Book of Discipline, Par. 893, Basic Salary Plan). In that period none of the conferences took advantage of that, and as far as I know only about three studied with any great seriousness. In 1976 the Paragraph was dropped from the Discipline because of its lack of use and the thought on the part of the National Commission on Equitable Salaries that intended to dilute meaningful legislation relating to genuinely equitable salaries.

The second fact is subjective and not provable, but on it I have very great confidence. It is this: The narrower the gap between the minimum and the median, or average salary, the higher the morale of the annual conference. I think I can demonstrate this on both ends from the standpoint of those conferences in which there is a wide gap between the minimum and the average, and those in which a very small gap exist.

The Division through my office started some considerable research on the nature of the salary support for the annual conferences. It went as far as gathering and comparing data on both minimum and average for considerable time. However, the next stage, which is looking at feasibilities and possibilities, has not been accomplished. With my leaving the office I am not sure what the next stage is.

I would, therefore, commend you to Mr. James Womack. He can be addressed at 2143 Ferncliff Road, Charlotte, N. C. 28211. While he does not now have the the information it will be the National Commission which he heads which will need to do the studies. I wish you well in this for I find it a very important and fascinating part of our ministry together.

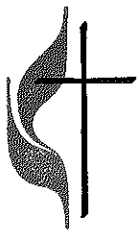
Very sincerely,

Robert Watts Thornburg

RWT/BNP

CC: F. Thomas Trotter

James Womack



# First United Methodist Church

117 WEST MAIN STREET  
FLEMINGSBURG, KENTUCKY 41041

July 20, 1978

GLENN L. COURTS, MINISTER  
138 W. WILLIAMS STREET

CHURCH: 845-6833  
PARSONAGE: 845-9141

Mr. James Womack  
2133 Ferncliff Road  
Charlotte, N.C. 28211

Dear Mr. Womack:

Enclosed you will find copies of two (2) pieces. One is the form that we use, which we request be filled out in triplicate. I did not think it necessary to send three copies for each Conference representative. The other piece is our 1978 CES Guidelines from the Journal. I am enclosing seventeen (17) copies of each of these.

It was good being with you this week. Ruth and I enjoyed eating with you and your wife while we were there. I trust that all goes well with you and yours.

GLC/s

Sincerely,

Glenn L. Courts

NATIONAL CONSULTATION ON EQUITABLE SALARIES  
1976-1980

EXECUTIVE COMMITTEE

OFFICE

HOME

The Reverend James D. Archer  
109 Memorial Drive, N.W. P.O. Drawer 700  
Decatur, Alabama 35501 *Pinson, Ala. 35126*  
~~205-355-9373~~ ~~205-355-0731~~  
205-681-8348 205-681-6134

*6/11/78 Hemlock*  
Mrs. Patricia Brown (Mrs. Tom, 11)  
30455 Progress Street *432 W. Saginaw*  
Roseville, Michigan 48066  
~~48626 W. Saginaw~~  
313-776-4832 313-776-4832

Dr. 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

*6/11/78*  
Dr. Cyril Stone  
~~10218 Cielito Lindo, N.E. P.O. Box 745~~  
Albuquerque, New Mexico 87111  
*88260*  
~~505-396-3687~~  
~~505-293-9679~~ 505-296-9061

Mr. James H. Womack  
2143 Ferncliff Road  
Charlotte, N.C. 28211  
704-366-9636 704-366-9636

EX-OFFICIO

*Dr. F. Thomas Trotter (Martha Lawrence)*  
~~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

*Revised 4/22/78*

SOUTHEASTERN

- 1 Rev. J. Lamar Brown 2001 W. 11th. Street Panama City, Fla. 32401 Ala. W. Fla. X
- 2 Rev. Thomas G. Mitchell *Mr. THOMAS HANSON, CHM* PO Box 3767 Lakeland, Fla. 33802 Florida 32211  
*3822 Hermitage Rd. E. Jacksonville 71*
- 3 Rev. John Y. Bacon P.O. Box 45 Hixson, Tenn. 37343 Holston
- 4 Rev. Glen L. Courts 117 W. Main Street Flemmingsburg, Ky. 41041 Kentucky
- 5 Rev. Charles R. Kiser 306 High Street Vine Grove, Kentucky 40175 Louisville
- 6 ~~Rev. Paul F. Douglass~~ *John B. Clarke* P.O. Box 481, McKenzie, Tenn P.O. Box 25 Paris, Tenn 38242 ~~38201~~ Memphis
- 7 Rev. W. R. Derment P.O. Box 845 Lucedale, Miss. 39452 Miss. X  
*P.O. DRAWER 700*
- 8 Rev. James D. Archer ~~109 Memorial Dr. N.W. Decatur, Ala. 35601~~ NO. Ala.  
*PINSON, AL 35126*
- 9 Mr. Grier Garrick 624 New Bridge Street Jacksonville, N.C. 28540 No. Car.
- 15 Mr. Ernest C. Betts, Jr. Rt. 1, Box 33A Bluemont, Va. 22012 Virginia
- 16 Mr. James H. Womack 2143 Ferncliff Road Charlotte, N.C. 28211 W. No. Car.  
*4794 Tanglewood Lane 30050*
- 10 *RANDAN MAYEY* ~~Rev. Harry M. McIntosh~~ *Forest Park, Ga* P.O. Box 296 Social Circle, Ga. 30279 N. Georgia
- 11 *Rev. (Bill Wm.) Appleby* ~~Rev. Merlin D. Conway~~ *Louisville, Mo.* P.O. Box 523 Drawer II Granada, Miss. 38901 39339 N. Miss.
- 12 Mr. John R. Baxter 107 Snowden Sumter, S.C. 29150 S. Car.
- 13 Rev. Donald M. Kee 2200 Dawson Road Albany, Ga. 31707 S. Georgia 4
- 14 Rev. Herman Yates P.O. Box 419 Greenbrier, Tenn. 37073 Tennessee  
Red Bird X

July 26, 1978

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

Dear Ralph:

Inasmuch as the page is filled, I suppose it must be time to send in the attached for reimbursement. Please send the check at your convenience.

~~(\$170.95)~~

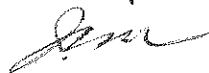
Based on our telephone conversation on June 21st., it is apparent that plans are shaping up real well for our September meeting. I have talked to several of the committee members, and I think everyone is looking forward to the trip to San Francisco. It seems to be a city that holds a fascination for all.

Ralph, as I mentioned to you, Em and I will probably take some "vacation", and will be traveling by auto. Do you know anything about the weather in Washington and Oregon states in late September? Would there be danger of snow, or of freezing weather? Any information that you can give us will be greatly appreciated.

There have been four changes in our Executive Committee Members, and I am enclosing a revised sheet of names and addresses.

Looking forward to seeing you in September, I am,

Cordially,



James H. Womack

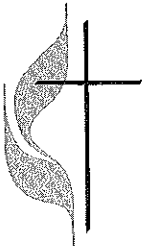
Enclosures

# NATIONAL CONSULTATION ON EQUITABLE SALARIES

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

July 27, 1978

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



## Executive Committee

Rev. James D. Archer  
Mrs. Patricia Brown  
Dr. D. Keith Clarke  
Rev. Ralph Fellersen  
Dr. Patrick Flaherty  
Rev. Matthew H. Gates  
Dr. Harold Knudsen  
Dr. Kenneth M. Lambert  
Dr. Cyril Stone  
James H. Womack

## Ex-Officio

Bishop Jesse R. DeWitt  
Dr. F. Thomas Trotter

To: Annual Conference Chairpersons,  
Commission On Equitable Salaries

From: National Consultation On Equitable Salaries

Re: Minimum Salary Schedules, and Related Income Items

The survey data which we collected and distributed last year on minimum salary schedules, and related income items, was well received by our members.

It apparently served a real need for salary information on a current basis, as we have had numerous requests to continue it on an annual schedule. The more conferences that participate, the more valuable the report, so we urge all of you to join in the survey this year.

You will find enclosed a survey sheet on which we ask you to furnish us current information for your Annual Conference. Please fill in the data requested, and return it to us on or before AUGUST 19, 1978.

As soon as the information is received by us, we will prepare a summary sheet similar to the one prepared last year, and will share the results with you.

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

Cordially yours,

James H. Womack, Chairman

Enclosures

NATIONAL CONSULTATION ON EQUITABLE SALARIES  
QUESTIONNAIRE ON MINIMUM SALARIES, AND RELATED INCOME

1. Name of Annual Conference \_\_\_\_\_

2. Minimum Salary Scale for 1979:

Conference Member \$ \_\_\_\_\_ Probationer \$ \_\_\_\_\_

Associate Member \$ \_\_\_\_\_ Full Time <sup>Local</sup> Lay Pastor \$ \_\_\_\_\_

3. Dollar Limitations On Conference Support, if any \$ \_\_\_\_\_

4. Other Income Items that are guaranteed, over and above minimum salary: Insurance \$ \_\_\_\_\_ Travel Reimbursement \$ \_\_\_\_\_

Allowance For Children \$ \_\_\_\_\_ Other \$ \_\_\_\_\_

5. Amount budgeted by Annual Conference for salary support for all purposes for 1979 \$ \_\_\_\_\_

6. Conference Average Salary (as calculated for Board Of Pensions) for last available year 19\_\_ \$ \_\_\_\_\_

7. Salary Scale for District Superintendents for 1979 \$ \_\_\_\_\_

8. Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Information furnished by: \_\_\_\_\_

IMPORTANT: Please complete this form, and mail not later than August 19, 1978 to:

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

*James H. Womack*

# 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*

August, 1978



**Executive Committee**

- Rev. James D. Archer
- Mrs. Patricia Brown
- Dr. D. Keith Clarke
- Rev. Ralph Fellersen
- Dr. Patrick Flaherty
- Rev. Matthew H. Gates
- Dr. Harold Knudsen
- Dr. Kenneth M. Lambert
- Dr. Cyril Stone
- James H. Womack

**Ex-Officio**

- Bishop Jesse R. DeWitt
- Dr. F. Thomas Trotter

To: Annual Conference Chairpersons  
Commission On Equitable Salaries

From: National Consultation On Equitable Salaries

Re: Survey On Minimum Salaries - 1979

Attached is a copy of the summary of the data recently collected in our survey. The data covers forty-eight (48) of our annual conferences.

The salary schedules reported herein will become effective on January 1, 1979, and the amounts shown represent the base salary for each category. Conferences which provide for additional salary increments, based on meeting specific conditions, are indicated with an asterisk beside the conference name. Last year we showed the range of salaries for district superintendents; this year a column has been added which shows the amount for each conference.

We would like to have exact dollar amounts on all items to be added to salary income (utility payments, travel reimbursement, and insurance paid by charge or conference) so that we could develop a total income package, but, due to the methods of payment involved, this is impossible. We have shown as much detail as we have available.

We recently learned of a report titled "A Summary Of Equitable Salary Plans In The Annual Conferences Of The Methodist Church" being published by the General Council On Finance And Administration. They have agreed to add each of you to the mailing list, and you should receive a copy of the report in the near future.

Their report will furnish you with data that is similar to that which is in our summary, but it will have some detail that is not included in ours. Their information comes from Annual Conference Journals, and will give information on all conferences though it will, of course, show 1978 data.

We hope that both reports will be of help to you as you consider your salary programs for 1980.

Executive Committee



**1979 MINIMUM SALARY SCHEDULES  
AND RELATED INCOME DATA**

| ANNUAL<br>CONFERENCE | MINIMUM SALARY SCHEDULES - BASE |          |          |            | OTHER ITEMS ADDED |          |            | CONF. LIMITATION     | AMT. BUDGTD.<br>1979 | **                |                             | ***       |
|----------------------|---------------------------------|----------|----------|------------|-------------------|----------|------------|----------------------|----------------------|-------------------|-----------------------------|-----------|
|                      | CM                              | PM       | AM       | LP         | UTILITIES         | TRAVEL   | INSURANCE  | ON SALARY SUPPORT    |                      | AVERAGE<br>SALARY | DIST. SUPT.<br>SALARY BASE. |           |
| Ala-W. Fla.          | \$10,000                        | \$10,000 | \$ 8,800 | \$ 8,200   | 0                 | 0        | \$125.     | 1/3 of total         | \$125,000            | 77                | \$12,404                    | \$25,500  |
| Baltimore *          | 8,800                           | 8,800    | 8,800    | 8,800      | All               | \$1,700  | Health     | 50% salary & Trav.   | 240,000              | 78                | 12,249                      | 18,401    |
| Cal. - Nevada        | 8,097                           | 8,097    | 8,097    | 8,097      | \$600.            | 1,700    | 964        | None                 | 105,000              | 77                | 12,955                      | 18,300    |
| Cent. N.Y.-N.Y. West | 9,300                           | 8,800    | -        | 8,300      | 0                 | All      | 0          | None-(2500 actual)   | 30,000               | 79                | 12,854                      | 16,604    |
| Central Texas        | 9,000                           | 7,600    | 7,600    | 7,000      | 0                 | 0        | 1/2cost    | \$2,640              | Int.f Reserve        | 77                | 12,249                      | 78 24,614 |
| Detroit              | 10,270                          | 9,770    | -        | 9,270      | All               | 1,800    | Full BC/BS | None                 | 127,500              | 76                | 13,425                      | NA        |
| East Ohio            | 8,900                           | 8,900    | 8,900    | 8,300      | All               | 1,000    | Yes        | None                 | 220,960              | 78                | 12,468                      | 19,500    |
| East Penn. *         | 8,850                           | 8,630    | 8,410    | 7,660      | 0                 | 1,200    | 0          | None                 | 153,298              | 78                | 13,500                      | NA        |
| Florida              | 10,000                          | 9,700    | 8,800    | 8,500      | 0                 | 0        | \$500.     | \$3,650              | 330,000              | 78                | 13,600                      | 23,797    |
| Holston              | 9,800                           | 9,400    | 8,950    | 8,300      | 0                 | 0        | 0          | 50%                  | 228,000              | 77                | 12,550                      | 24,000    |
| Kansas East          | 8,000                           | 8,000    | 8,000    | 8,000      | All               | .12 Mi.  | HMEP       | 35%                  | 86,000               |                   | NA                          | 18,677    |
| Kansas West          | 9,700                           | 9,700    | 9,700    | 9,700      | 0                 | some pay | 0          | \$2,375              | 30,000               | 77                | 13,393                      | 78 18,500 |
| Kentucky             | 9,000                           | 9,000    | 7,000    | 6,000      | 0                 | 0        | Hosp.      | \$3000 F.T. Local Pa | 71,000               | 78                | 11,513                      | 18,000    |
| Louisiana *          | 6,400                           | 6,400    | 6,400    | 6,400      | 0                 | 0        | 1/2HMEP    | NA                   | 25,000               | 79                | 12,099                      | 20,700    |
| Louisville           | 9,200                           | 9,200    | 7,600    | 7,400      | 0                 | 0        | 0          | None                 | 150,000              | 78                | 11,679                      | 18,900    |
| Maine                | 9,000                           | 8,000    | 8,000    | 7,600      | 0                 | 0        | 1/2Health  | None                 | 14,000               | 77                | 10,837                      | 14,300    |
| Memphis *            | 10,000                          | 10,000   | 9,000    | 8,500      | 0                 | 0        | 0          | \$3,500              | 135,327              | 76                | 11,540                      | 21,000    |
| Minnesota *          | 9,450                           | 9,450    | 8,505    | 8,505      | 0                 | .12 Mi.  | \$700.     | None                 | 60,000               | 76                | 13,816                      | 19,000    |
| Mississippi          | 9,200                           | 8,500    | 7,800    | 7,200      | 0                 | 0        | 0          | \$2000               | 110,000              |                   | NA                          | NA        |
| Missouri - East      | 10,100                          | 10,100   | 10,100   | Negotiated | 0                 | 0        | 0          | \$2500.              | 40,000               | 77                | 12,580                      | 18,538    |
| Missouri - West      | 8,700                           | 7,500    | 8,700    | 6,400      | 0                 | 0        | 0          | 40%                  | 91,000               | 79                | 12,716                      | 18,024    |
| Nebraska *           | 11,000                          | -        | -        | -          | 0                 | 0        | 0          | 20%                  | 16,000               | 76                | 13,374                      | 20,061    |
| New York *           | 9,364                           | 9,088    | 9,364    | 8,813      | all               | 1,000.   | 50%Med.    | None                 | 147,000              | 78                | 13,220                      | 17,997    |
| N. Alabama           | 10,000                          | 7,850    | 7,850    | 7,400      | 0                 | 0        | 0          | None                 | 146,704              |                   | NA                          | NA        |
| N. Arkansas          | 8,200                           | -        | 8,200    | 8,200      | 0                 | 0        | 0          | None                 | 62,000               | 79                | 11,188                      | 21,500    |
| N. Indiana           | 8,240                           | 8,015    | 8,015    | 7,670      | All               | All      | 1/2        | None                 | 15,000               | 78                | 13,073                      | NA        |
| North N.Y.           | 8,000                           | -        | -        | -          | All               | 0        | 0          | \$4,100              | 18,000               | 76                | 9,703                       | NA        |
| N.W. Texas           | 8,500                           | 8,500    | 7,200    | 7,000      | 0                 | .12 Mi.  | 1/2        | \$2,000              | 72,000               | 79                | 13,270                      | 20,200    |

**1979 MINIMUM SALARY SCHEDULES  
AND RELATED INCOME DATA**

| ANNUAL<br>CONFERENCE | MINIMUM SALARY SCHEDULES - BASE |          |          |          | OTHER ITEMS ADDED |           |           | CONF. LIMITATION<br>ON SALARY SUPPORT | AMT. BUDGTD.<br>1979 | **                |                             | ***       |
|----------------------|---------------------------------|----------|----------|----------|-------------------|-----------|-----------|---------------------------------------|----------------------|-------------------|-----------------------------|-----------|
|                      | CM                              | PM       | AM       | LP       | UTILITIES         | TRAVEL    | INSURANCE |                                       |                      | AVERAGE<br>SALARY | DIST. SUPT.<br>SALARY-BASE. |           |
| Oklahoma *           | \$ 6,900                        | \$ 6,000 | \$ 6,900 | \$ 6,300 | 0                 | 0         | 0         | \$3,400                               | \$140,480            | 78                | 12,647                      | 19,125    |
| Peninsula            | 10,200                          | -        | 10,200   | -        | 0                 | 0         | Life&Med. | None                                  | 50,000               | 77                | 12,789                      | 20,350    |
| Rocky Mountain       | 9,975                           | 9,975    | 9,975    | 9,975    | All               | \$300.    | 0         | 33-1/3%                               | 33,000               | 79                | 14,028                      | 17,550    |
| South Carolina       | 10,800                          | 9,700    | 9,500    | 8,500    | 0                 | 0         | 0         | 35%                                   | 150,000              | 78                | 14,212                      | 19,375    |
| South Georgia *      | 9,800                           | 8,600    | 8,600    | 8,000    | 0                 | 0         | 0         | None                                  | 75,000               | 79                | 14,006                      | 21,300    |
| S. New England *     | 8,940                           | 8,940    | 8,940    | 7,822    | 0                 | \$1,341.  | 0         | \$2,000                               | 43,000               | 77                | 11,689                      | 17,325    |
| S. New Jersey        | 9,800                           | 9,225    | 9,800    | 8,675    | 0                 | Recommend | Yes       | None                                  | 40,000               | 79                | 13,277                      | 19,000    |
| S.W. Texas           | 10,300                          | 9,100    | 9,100    | 8,650    | 0                 | 0         | 0         | None                                  | 20,000               | 77                | 12,962                      | 18,400    |
| Tennessee            | 9,500                           | -        | 8,000    | 7,500    | 0                 | 0         | 1/2Health | \$ 1,600                              | 130,000              | 78                | 12,500                      | 21,600    |
| Texas                | 8,500                           | 8,500    | 8,500    | 7,500    | 0                 | 0         | 0         | \$3,000.                              | 114,096              | 79                | 13,783                      | 78 26,500 |
| Troy *               | 9,350                           | 9,350    | 9,350    | 8,350    | 0                 | \$400.    | Hosp.D.B. | \$2,000                               | 16,000               | 78                | 12,800                      | 16,000    |
| Virginia             | 10,500                          | 9,500    | 9,500    | 8,800    | Heat              | 0         | \$915.    | None                                  | 250,000              | 78                | 13,089                      | 17-29,600 |
| W. Michigan          | 10,125                          | 8,678    | 8,678    | 9,955    | 0                 | 17¢ Mi.   | \$1,180.  | None                                  | 45,000               | 78                | 13,547                      | 20,400    |
| W. Ohio              | 10,000                          | 9,600    | 9,600    | 8,700    | Recommend         | Recommend | B.C./B.S. | \$1,800.                              | 110,000              | 77                | 13,241                      | 21,200    |
| W. Virginia          | 10,015                          | 10,015   | 8,695    | 8,140    | 0                 | 0         | 0         | 30%                                   | 186,000              | 79                | 12,305                      | 19,455    |
| Western N.C. *       | 10,100                          | 9,700    | 9,700    | 9,500    | 0                 | 12¢ Mi.   | \$495.    | 40%                                   | 380,000              | 78                | 12,915                      | 24,300    |
| Western Penn. *      | 9,900                           | 9,500    | 9,400    | 8,700    | 0                 | \$1000.   | Minimum   | None                                  | 65,000               | 77                | 12,534                      | 19,800    |
| Wisconsin *          | 10,240                          | 10,240   | 10,240   | 8,990    | All               | \$ 800.   | PartMed.  | None                                  | 125,000              | 79                | 13,827                      | 18,000    |
| Wyoming *            | 8,800                           | 8,800    | 8,400    | 8,200    | 0                 | \$1200.   | Major Med | Varies                                | 39,200               | ?                 | 11,393                      | 16,000    |
| Yellowstone *        | 10,825                          | 10,475   | 10,475   | 9,950    | \$975.            | \$1650.   | 0         | None                                  | 32,000               | 78                | 11,680                      | NA        |

\* These conferences provide for increasing salary base by various conditions, such as (1) years of service, (2) marital status, (3) level of education, (4) number of dependent children, and (5) number of churches on charge. The added amounts usually range from \$150. to \$1,000.; to as high as \$2,100.

\*\* Average salary includes 20% for housing. The years reported varied so the year is indicated by the prefix before the amount, e.g., 78 - 11,680 would indicate the year 1978, and salary of \$11,680.

\*\*\* District Superintendent's salary is for 1979 unless otherwise indicated.

Aug. 2, 1978

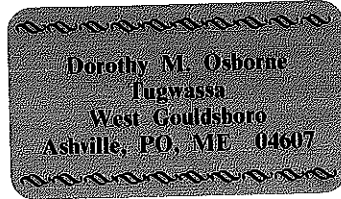
Dear Jim,

It was good to talk to you. I am  
saving a stamp by including your check  
in with this report. We do have a new  
chairperson for Calif. MS. I am remaining  
on the Commission as Secretary.

Plans are shaping up for September.  
Hope all is well with you and we will  
see you then.

Ray

New York



8/2/78

Dear Mr. Wornat,

Dr. W. D. Osborne, to whom this communication was sent, died in February 1978. I do not know who replaced him.

A letter to Bishop Ralph Ward's office or to Rev. M. H. Gates, N.Y. Conf. Center, 210 Boston Post Rd., Rye, N.Y. 10580 will give you the information you seek.

I'm sorry I cannot return the information as I have relocated in Maine & have no records with me.

Sincerely yours,

Dorothy M. Osborne  
(Mrs. Wesley D. Osborne)  
N.Y. Conf.

note to Matty 8/9/78  
letter to Matty



# Pinson United Methodist Church

P. O. BOX 307  
PINSON, ALABAMA 35126

Telephone (205) 681-8348

August 3, 1978

XXXXXXXXXXXXXXXX

MINISTER

James D. Archer

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

Dear Jim:

It was good to be with you and Em for a few days at Lake Junaluska. I appreciate ever so much your picking me up at the airport and returning me to the same. I felt our workshop went off well and I was pleased with the attendance. The proposed legislation changes are as follows:

- 934.1. Reword paragraph so as to include:
  - A. The Commission on Equitable Salaries shall not be a sub-section of an already existing board or agency, i.e. Board of Ordained Ministry, Committee on Missions, etc.
  - B. Ministers and/or spouses eligible for the receiving of equitable salary grants shall not be members of the Commission on Equitable Salaries.
- 934.2. Clarify and define within paragraph the meaning of the phrase "full-time pastors."
- 934.3. Delete the word "practicable" from the paragraph and make to read so that the schedule of minimum salaries shall be observed.
- 934.4. No change
- 934.5.
  - A. Rephrase the paragraph so as to clarify and define "other sources."
  - B. Include in the paragraph a statement that would make it manditory that any salary supplement from any source be coordinated through the Commission on Equitable Salaries.

- 934.6. Rephrase paragraph so that clergy couples can be treated as individuals.
- 934.7. No change
- 934.8. No change
- 934.9. Clarify and define the kinds of situations additional funds may be used for. Situations such as: Inter-city or Rural Parishes, New Church Situations, Geographically Isolated Churches, Innovative Ministries, Minority Churches, etc.
- 934.10. Change the paragraph to read so that the Equitable Salary schedule shall be observed by the local church.
- 934.11. This will be a new paragraph.
- A. Define what constitutes travel expense.
  - B. Make travel expense a current expense item of the local church.
  - C. All travel expenses of the minister in the performance of his ministerial duties shall be the responsibility of the local church/charge.
  - D. The minister of a local church/charge shall be reimbursed by the local church for travel expenses incurred in the performance of his duties upon presentation of a voucher for such expenses and that the rate be equal to that paid by the Annual Conference for its staff.

The other recommendation coming from the group was that the by-laws be amended so as to make optional jurisdictional meetings and that jurisdictional representatives shall/may be responsible for planning and promoting jurisdictional meetings.

I look forward to seeing you in San Francisco, I am

Sincerely,



James D. Archer

JDA:ra



OAKLAND HEIGHTS  
UNITED METHODIST CHURCH

6020 Eighth Street Road — Meridian, Mississippi 39301 — 601-485-5262

August 4, 1978

In Him We Are One.

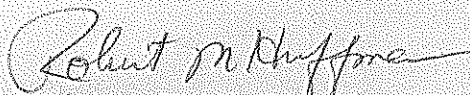
Mr. James Womack  
National Consultation on  
Equitable Salaries  
The United Methodist Church  
2143 Ferncliff  
Charlotte, N. C. 28202

Dear Mr. Womack:

The Rev. William Dement, Chairman of our Conference Commission on Equitable Salaries has informed me of your request for samples of application blanks and copies of our report to Annual Conference. I am enclosing these. The report to Annual Conference is the one adopted at our 1978 Conference and will be our program in 1979.

Also, for your information, I am enclosing a summary of what we are doing currently.

Sincerely,



Robert M. Huffman  
Secretary  
Miss. Conference  
Commission on Equitable  
Salaries

Mississippi Conference Commission on Equitable Salaries  
 Summary of Grants  
 June - Dec. 1978

|                                             |              |
|---------------------------------------------|--------------|
| Total No. of Grants -----                   | 76           |
| *Total Funds Granted -----                  | \$107,426.00 |
| *Average Grant -----                        | \$ 1,413.50  |
|                                             |              |
| Regular Minimum Salary Grants -----         | 52           |
| *Funds Used for Minimum Salary -----        | \$ 78,830.00 |
| *Average Minimum Salary Grant -----         | \$ 1,515.96  |
|                                             |              |
| Travel Expense Grants -----                 | 16           |
| *Funds Used for Travel Expense -----        | \$ 9,300.00  |
| *Average Travel Expense Grant -----         | \$ 581.25    |
|                                             |              |
| Cooperative Ministry Grants -----           | 7            |
| *Funds Used for Coop. Ministry Grants ----- | \$ 16,550.00 |
| *Average Coop. Ministry Grant -----         | \$ 2,364.28  |
|                                             |              |
| New Church Grants -----                     | 1            |
| *Funds Used for New Churches -----          | \$ 1,600.00  |
| *Average New Church Grant -----             | \$ 1,600.00  |
|                                             |              |
| Bonus Grants -----                          | 4            |
| *Funds Used for Bonus Grants -----          | \$ 1,146.00  |
| *Average Bonus -----                        | \$ 286.50    |

\* All Funds Are Annual Amounts

Recipients of Grants

|                               |    |
|-------------------------------|----|
| Full Conference Members ----- | 29 |
| Probationary Members -----    | 1  |
| Associate Members -----       | 6  |
| Local Preachers -----         | 40 |
| Effective Relationship -----  | 55 |
| Retired Supplies -----        | 21 |
|                               |    |
| Residing on Charge -----      | 22 |
| Not Residing on Charge -----  | 54 |



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

*Distributed to: Bishops  
GCFA Council Members  
CFA Presidents  
Annual Conference Treas.  
Members N.C.O.F.S.*

The tabulation which follows presents an overview of the equitable salary plans in effect in the annual conferences of The United Methodist Church during 1978. These were the plans approved at the 1977 annual conference sessions and, unless otherwise specified, the information has been taken entirely from reports printed in the 1977 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.

The page numbers shown along with the annual conference names refer to the pages in the conference's 1977 Journal from which the information was taken. Corrections, comments, and inquiries should be directed to:

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

August 1978

| Annual Conference              | Equitable Salary Schedule                                                                                                     |                                                                                                                | Parsonage Utilities                                | Travel Expense                                                 | Other Factors/Notes                                                                                                                                                                                                    |
|--------------------------------|-------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------|----------------------------------------------------|----------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                | Base Amounts                                                                                                                  | Additions                                                                                                      | Additional Included                                | Additional Included                                            |                                                                                                                                                                                                                        |
| Alabama-West Florida<br>P. 236 | FC, PM \$10,000<br>AM 8,800<br>FLP 8,200                                                                                      |                                                                                                                | Not specified in report                            | Not specified in report                                        |                                                                                                                                                                                                                        |
| Alaska Missionary<br>P. 41     | Full-time \$10,000                                                                                                            | Area adjustments: Kenai Peninsula, +6%; Fairbanks, +8%; Nome, +26%.<br>One-half of minister's social security. | Not specified in report                            | Not specified in report                                        |                                                                                                                                                                                                                        |
| Baltimore<br>P. 213            | FC, PM, AM \$8,300<br>FLP 8,300                                                                                               | \$300 for each completed 5 yrs. service through 25 yrs.<br>\$300 after 5 yrs. with annuity claim               | X<br>X                                             | \$1,600<br>\$1,600                                             | Soc. Sec., pension and/or ins. plans considered as salary if paid by church. Minimum \$300 per yr. recommended for continuing education.                                                                               |
| California-Nevada<br>P. 295    | (See Notes)                                                                                                                   |                                                                                                                | X \$600 max. based on actual costs of previous yr. | X \$1500 max. based on estimated or actual mileage.            | Percent of Genl. Bd. of Pensions' avg. salary, less their allowance for housing: 1-5 yrs. full-time service, 75%; 6-15 yrs., 76%-85%.<br>Other benefits: death benefit premiums, continuing education - maximum \$250. |
| Central Illinois<br>P. 1013    | FC, AM, PM \$9,600<br>FLP 8,700                                                                                               | Basic parsonage phone expense                                                                                  |                                                    | X as determined by local church; formulas suggested in report. | No remuneration for utilities.                                                                                                                                                                                         |
| Central New York<br>P. 112     | FC \$8,800<br>PM (Sem. grad.) 8,300<br>AM 8,300<br>PM (other) 7,900<br>FLP (course of study grad.) 7,800<br>FLP (Other) 7,300 |                                                                                                                | X                                                  | X @ 12¢ per mi.                                                | FC amount set at 87% of avg. cash salary.<br>Recommendation to charges to pay \$100 per full-time yr. of service beyond minimum.                                                                                       |

| Annual Conference           | Equitable Salary Schedule                                                                                         |                                                                                                                                     | Parsonage Utilities       | Travel Expense                              | Other Factors/Notes                                                        |
|-----------------------------|-------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|---------------------------|---------------------------------------------|----------------------------------------------------------------------------|
|                             | Base Amounts                                                                                                      | Additions                                                                                                                           | Additional Included       | Additional Included                         |                                                                            |
| Central Pennsylvania P. 141 | FC \$8,700<br>PM 8,200<br>AM 8,100<br>FLP (ordained) 7,600<br>FLP (unordained) 7,200                              | \$100 for each 3 yrs. service to 24 yr. maximum (8 yrs. maximum for PM).<br>\$100 per yr. continuing education may be accumulative. | X                         | \$1,000 or actual                           | \$100 min. per yr. for continuing education (cumulative)                   |
| Central Texas P. 213        | FC \$8,000<br>PM, AM 6,600<br>FLP (elder, 5 yrs. service) 5,950<br>FLP (other) 5,570                              |                                                                                                                                     | X                         | X                                           |                                                                            |
| Detroit P. 776              | Conf.. Members \$9,800<br>FLP 8,800                                                                               | Full family Blue Cross/Blue Shield                                                                                                  | X Actual                  | \$1,500                                     |                                                                            |
| East Ohio P. 252            | FC, AM, PM (sem. grad.) \$8,400<br>FLP (course of study grad.) 7,800<br>FLP (other) 7,300                         |                                                                                                                                     | all as worked out by D.S. | \$1,000 min. as worked out by D.S.          | Conference expenses, book allowance, etc.                                  |
| Eastern Pennsylvania P. 69  | FC \$8,400<br>PM (sem. grad.) 8,190<br>AM 7,980<br>FLP 7,245                                                      | Hospitalization, major medical insurance<br>\$200 after 5 yrs. service, plus \$40 for each additional year.                         | X                         | \$1,000 min.                                | Continuing education support encouraged.<br>Parsonage or housing allowance |
| Florida P. 247              | FC (sem. grad.) \$9,350<br>PM (sem. grad.) 9,150<br>FC (other) 8,850<br>AM 8,450<br>FLP 8,050                     |                                                                                                                                     | Not specified in report   | X                                           |                                                                            |
| Holston P. 120              | FC (sem. grad.) \$9,500<br>PM (sem. grad.) 9,100<br>FC (other) 9,000<br>PM (other) 8,800<br>AM 8,650<br>FLP 8,000 | \$100 for each church beyond two                                                                                                    | X                         | X Actual or estimated miles at 12¢ per mile |                                                                            |

| Annual Conference     | Equitable Salary Schedule                                       |                                                                                                                                           | Parsonage Utilities        | Travel Expense             | Other Factors/Notes                                                              |
|-----------------------|-----------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|----------------------------|----------------------------------------------------------------------------------|
|                       | Base Amounts                                                    | Additions                                                                                                                                 | Additional Included        | Additional Included        |                                                                                  |
| Iowa<br>P. 422        | Conference Mem-<br>bers, AM, and<br>FLP \$10,389                | \$500 for two-point charge<br>\$1000 for three or more points                                                                             | X                          | Not specified<br>in report |                                                                                  |
| Kansas East<br>P. 242 | All full-time \$8,000                                           | \$500 after 5 yrs. full-time<br>service                                                                                                   | X                          | X                          |                                                                                  |
| Kansas West<br>P. 96  | Full-time-Confer-<br>ence members<br>and associates \$9,500     |                                                                                                                                           | Not specified<br>in report | Actual @ 14¢ per<br>mile   |                                                                                  |
| Kentucky<br>P. 153    | FC, PM \$9,000<br>AM 7,000<br>FLP 6,000                         | \$300 for second or satellite<br>church<br>\$200 for each additional church                                                               | X                          | X                          |                                                                                  |
| Little Rock<br>P. 84  | All full-time \$7,500                                           |                                                                                                                                           | X                          | X                          |                                                                                  |
| Louisiana<br>P. 148   | Full-time, no<br>dependents \$5,100                             | \$800 if married.<br>Additional, not to exceed \$1,600,<br>based on \$400 per additional<br>church and/or \$400 per depend-<br>ent child. | X                          | X                          |                                                                                  |
| Louisville<br>P. 155  | FC, PM \$8,600<br>AM 7,100<br>FLP 6,900                         |                                                                                                                                           | X                          | X                          |                                                                                  |
| Maine<br>P. 108       | FC \$8,700<br>PM, AM 7,700<br>FLP 7,300                         |                                                                                                                                           | X                          | X                          | Requests for travel supple-<br>mentation will be evaluated<br>in hardship cases. |
| Memphis<br>P. 143     | FC, PM (sem.grad.) \$9,200<br>AM, PM (Other) 8,200<br>FLP 7,700 | \$150-two-point charge<br>\$250-three-point charge<br>\$350-four or more points on charge                                                 | Not specified<br>in report | Not specified in<br>report |                                                                                  |

| Annual Conference       | Equitable Salary Schedule                                                                                                |                                                                                                                                                              | Parsonage Utilities | Travel Expense                                               | Other Factors/Notes                                                                |
|-------------------------|--------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|--------------------------------------------------------------|------------------------------------------------------------------------------------|
|                         | Base Amounts                                                                                                             | Additions                                                                                                                                                    | Additional Included | Additional Included                                          |                                                                                    |
| Minnesota<br>P. 266     | FC, PM (ordained) \$9,000                                                                                                | 2-1/2% increment for each full-time service yr., up to 10 increments.<br>Minister's share of group health and life insurance, personal pension contribution. | X                   | X                                                            |                                                                                    |
| Mississippi<br>P. 169   | FC \$7,400<br>PM 7,000<br>AM 6,200<br>FLP 5,800                                                                          | \$600 for married pastors.<br>\$1000 for married pastors with children.                                                                                      | X                   | X<br>\$600 up to 100 mi. to farthest charge;<br>\$900 beyond |                                                                                    |
| Missouri East<br>P. 152 | All full-time \$9,188                                                                                                    |                                                                                                                                                              | X                   | X                                                            |                                                                                    |
| Missouri West<br>P. 96  | All full-time \$8,500                                                                                                    |                                                                                                                                                              | X                   | X                                                            |                                                                                    |
| Nebraska<br>P. 173      | Ordained, (sem. (grad.) \$10,300<br>Ordained (4 yrs. college) 9,500<br>Ordained (2 yrs. college) 9,300<br>Ordained 9,100 | \$100 per yr. of service, up to 10 yrs.                                                                                                                      | X                   | X @ 15¢ per mi.;<br>Min. \$1500 yr.                          | Amounts include HMEP, personal pension contribution, if paid by church             |
| New Hampshire<br>P. 90  | FC \$8,200<br>PM, AM 7,400<br>FLP 6,900                                                                                  | FC only - \$200 with 10-19 yrs. experience; \$400 with 20+ yrs.                                                                                              | X                   | X                                                            |                                                                                    |
| New Mexico<br>P. 173    | FC, PM \$8,500<br>FLP 8,000<br>AM 8,200                                                                                  |                                                                                                                                                              | X                   | X                                                            | Travel additional for charges of two or more churches @ \$1.25 per mile per month. |
| New York<br>P. 555      | FC, AM \$8,770<br>PM 8,510<br>FLP 8,260                                                                                  | FC, AM \$520 with 6-10 yrs.; \$1030 with over 10 yrs.<br>PM \$520 with 6-10 yrs.<br>FLP \$510 with 6-10 yrs; \$1030 with over 10 yrs.                        | \$1000              |                                                              |                                                                                    |

| Annual Conference                | Equitable Salary Schedule                           |                                    |                                                                                                                                                                                                                                                                                                                                                       | Parsonage Utilities     | Travel Expense          | Other Factors/Notes                                                                                |
|----------------------------------|-----------------------------------------------------|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|-------------------------|----------------------------------------------------------------------------------------------------|
|                                  | Base Amounts                                        |                                    | Additions                                                                                                                                                                                                                                                                                                                                             | Additional Included     | Additional Included     |                                                                                                    |
| North Alabama<br>P. 263          | FC, Sem. Grad.<br>PM, AM<br>FLP                     | \$9,300<br>7,100<br>6,700          | \$300 if married                                                                                                                                                                                                                                                                                                                                      | X                       | X                       |                                                                                                    |
| North Arkansas<br>P. 128         | All resident full-time                              | \$8,200                            |                                                                                                                                                                                                                                                                                                                                                       | Not specified in report | Not specified in report |                                                                                                    |
| North Carolina<br>P. 332         | FC, AM<br>FLP                                       | \$9,300<br>8,700                   | \$200 if married<br>\$400 with dependent children                                                                                                                                                                                                                                                                                                     | X                       | Up to \$800             |                                                                                                    |
| North Dakota<br>P. 97            | FC<br>FLP                                           | \$10,000<br>9,500                  |                                                                                                                                                                                                                                                                                                                                                       | X                       | X at 15¢ per mi.        | Utilities, travel                                                                                  |
| North Georgia<br>P. 164          | FC, PM, AM<br>FLP                                   | \$10,000<br>9,000                  |                                                                                                                                                                                                                                                                                                                                                       | (See note)              | (See note)              | Hospitalization insurance, social security paid by churches included in base amounts.              |
| North Indiana<br>P. 942          | FC<br>PM, AM<br>FLP                                 | \$7,700<br>7,490<br>7,170          | \$150 for each dependent child<br>\$300 for each additional church on charge                                                                                                                                                                                                                                                                          | X                       | X                       | Insurance, social security paid for pastor included in base amounts.                               |
| North Mississippi<br>PP. 162-164 | Conference Member<br>PM<br>AM<br>FLP (License only) | \$7,500<br>7,300<br>6,600<br>5,700 | Conf.Mem.-\$200 for each year seminary<br>PM-\$100 for first year advance study course beyond PM requirement<br>AM-\$100 for each of two years advance study course beyond AM requirement<br>FLP-\$100 for each of five years course of study<br>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. |

| Annual Conference                       | Equitable Salary Schedule                                    |                                                                                                            | Parsonage Utilities     | Travel Expense          | Other Factors/Notes                                                                                                                                                                                                                 |
|-----------------------------------------|--------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|-------------------------|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                         | Base Amounts                                                 | Additions                                                                                                  | Additional Included     | Additional Included     |                                                                                                                                                                                                                                     |
| North Texas<br>P. 188                   | FC, PM, AM<br>FLP<br>\$9,535<br>7,150                        | Up to \$50 per dependent<br>(See Notes)<br>FLP \$855 after 5 yrs. service                                  | X                       | X                       | Additional allowance for dependents, yrs. served set on basis of available funds and needs.<br>Base amt. for conf. members is 75% of avg. salary.<br>Travel and/or utilities beyond base amts. granted on basis of individual need. |
| Northern Illinois<br>P. 337             | All full-time<br>\$9,099                                     | 1.25% per yr. service increments up to 10 yrs.<br>5% increment within city limits of Chicago               | Not specified in report | \$1000                  |                                                                                                                                                                                                                                     |
| Northern New Jersey<br>P. 133           | FC<br>PM<br>AM<br>FLP<br>\$10,000<br>9,300<br>8,700<br>7,900 | FC only - \$175 per yr. of service up to 10 yrs.<br>All - hospitalization insurance                        | X                       | X                       |                                                                                                                                                                                                                                     |
| Northern New York<br>P. 436             | Full-time<br>\$7,400                                         | \$300 per additional church                                                                                | X                       | Not specified in report |                                                                                                                                                                                                                                     |
| Northwest Texas<br>P. 161               | FC, PM<br>AM<br>FLP<br>\$8,000<br>7,000<br>6,500             | \$100 for dependent child<br>Family insurance premiums.                                                    | X                       | X                       | Travel assistance to pastors serving an "extended ministry church"                                                                                                                                                                  |
| Oklahoma<br>P. 194                      | Conf. Members<br>FLP<br>\$6,600<br>6,000                     | If married, \$600-FC, \$600-FLP.<br>\$500 per additional church up to two.<br>\$150 per child up to \$450. | X                       | X                       |                                                                                                                                                                                                                                     |
| Oklahoma Indian Missionary<br>PP. 22,23 | FC<br>AM<br>FLP<br>\$6,600<br>6,200<br>5,800                 |                                                                                                            | 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     |                         |                                                                                                     |
| Oregon-Idaho<br>P. 150                      | Full-time                 | \$9,330                | \$250 for 4-9 yrs. service<br>\$500 for 10 or more yrs. service                                                                                                                                              | X                       | X                       | Additional travel allowance for two or more churches.                                               |
| Pacific Northwest<br>P. 156                 | Full-time                 | \$10,529               | 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<br>Vol. 2, p.296      | Full-time                 | \$9,332                | 1% of avg. salary for each yr. of service through 20 yrs.<br>\$250-\$400 per dependent child, based on child's school classification.<br>\$300 for remote areas of Arizona and California; \$500 for Hawaii. | \$600-\$800             | \$900                   |                                                                                                     |
| Peninsula<br>P. 223                         | FC, PM, AM<br>FLP         | \$9,200<br>7,700       |                                                                                                                                                                                                              | Not specified in report | Not specified in report |                                                                                                     |
| Puerto Rico<br>source: correspondence       | FC<br>PM<br>FLP           | \$600*<br>450*<br>400* |                                                                                                                                                                                                              | \$200*                  | Not specified in report | *monthly amounts<br>Rent-house \$175 maximum for all classifications.                               |
| Red Bird<br>Missionary<br>"Business Report" | All full-time             | \$8,245                |                                                                                                                                                                                                              |                         |                         |                                                                                                     |
| Rio Grande                                  | information not available |                        |                                                                                                                                                                                                              |                         |                         |                                                                                                     |
| Rocky Mountain<br>P. 230                    | All full-time             | \$9,975                |                                                                                                                                                                                                              | X                       | X                       |                                                                                                     |



| Annual Conference                  | Equitable Salary Schedule                          |                                    |                                                                                                                                           | Parsonage Utilities     | Travel Expense          | Other Factors/Notes                                                                                                                                                                                                                 |
|------------------------------------|----------------------------------------------------|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                    | Base Amounts                                       |                                    | Additions                                                                                                                                 | Additional Included     | Additional Included     |                                                                                                                                                                                                                                     |
| South Carolina<br>P. 177           | FC<br>PM<br>AM<br>FLP                              | \$9,300<br>8,050<br>7,450<br>6,800 | \$600 for 15 or more yrs. full-time service.                                                                                              | Not specified in report | \$700                   |                                                                                                                                                                                                                                     |
| South Dakota<br>P. 159             | All full-time                                      | \$9,520                            |                                                                                                                                           | X                       | X                       |                                                                                                                                                                                                                                     |
| South Georgia<br>Part 2,<br>P. 115 | FC<br>PM, AM<br>FLP                                | \$9,200<br>8,000<br>7,600          | \$200 with 10 yrs. service.<br>\$300 for first dependent, \$200 for second, \$100 for each additional.                                    | Not specified in report | Not specified in report |                                                                                                                                                                                                                                     |
| South Indiana<br>P. 217            | Seminary Grad.<br>Other full-time                  | \$10,000<br>9,000                  | \$200 for each additional church on charge.                                                                                               | X                       | X                       |                                                                                                                                                                                                                                     |
| Southern Illinois<br>P. 203        | FC, PM<br>AM<br>FLP                                | \$10,200<br>9,200<br>8,000         | \$500 for FC, PM after 5 years service.                                                                                                   | Not specified in report | Not specified in report |                                                                                                                                                                                                                                     |
| Southern New England<br>P. 138     | FC, PM, AM<br>FLP                                  | \$8,560<br>7,490                   | Health insurance, professional expenses.<br>\$150 for each 5 years; \$200 each dependent child.                                           | X                       | X                       | Amounts set as percent of average salary.<br>Travel expense \$1284 for all.<br>No differential for marital status.                                                                                                                  |
| Southern New Jersey<br>P. 115      | FC, Am<br>PM (ordained)<br>FLP                     | \$9,325<br>8,775<br>8,250          |                                                                                                                                           | X                       | X<br>Min. \$600         |                                                                                                                                                                                                                                     |
| Southwest Texas<br>P. 128          | Conf. Member<br>FLP (college grad.)<br>FLP (other) | \$7,500<br>6,800<br>6,600          | \$600 HMEP/DB.<br>\$66.67 per service yr. for 6th-20th yrs., max. \$10,000.<br>\$200 for second church; \$100 for each additional church. | (See Notes)             | (See Notes)             | Travel and utilities additional up to total remunerations): (including HMEP/DB, but not service yr. additions): \$9,500 - (Conf. Member); \$8,350 (FLP-coll. grad.); \$7,900 (FLP other).<br>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     |                         |                                                                                                                |
|                             |                                                                              |                                    | Additions                                                                                                                                                                                          |                         |                         |                                                                                                                |
| Tennessee<br>P. 153         | FC or Sem. Grad.<br>AM<br>FLP                                                | \$9,500<br>8,000<br>7,500          | \$200 for additional churches, but not to exceed \$10,000.<br>50% of minister's share of insurance coverages, but total remuneration not to exceed \$10,000.                                       | X                       | X                       |                                                                                                                |
| Texas<br>P. 268             | FC, PM, AM<br>FLP                                                            | \$8,500<br>7,500                   | \$300 per additional church up to \$600.<br>50% of hospitalization insurance premiums.                                                                                                             | Not specified in report | Not specified in report |                                                                                                                |
| Troy<br>P. 440              | FC, PM, AM<br>FLP                                                            | \$8,500<br>7,500                   | \$125 for each additional church \$250 after five yrs. service.<br>\$500 after ten yrs. service                                                                                                    | X                       | \$400                   |                                                                                                                |
| Virginia<br>P. 228          | FC<br>PM, AM<br>FLP<br>Others                                                | \$9,800<br>9,000<br>8,400<br>7,400 |                                                                                                                                                                                                    | X<br>Heat only          | X                       |                                                                                                                |
| West Michigan<br>P. 122     | 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<br>P. 208         | FC, AM<br>FLP                                                                | \$9,400<br>8,200                   | \$200 per child under 18 living at home.<br>\$100 per yr. of college or seminary completed up to \$400 per degree or \$300 for completion of course of study.<br>\$100 for each additional church. | X                       | X                       | Base amounts set as percent of average salary.                                                                 |
| West Virginia<br>PP.196-201 | FC, PM<br>AM<br>FLP                                                          | \$9,400<br>8,080<br>7,525          | \$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<br>P. 171       | FC, PM<br>AM, FLP                                              | \$8,500<br>8,000                   | X<br>Actual                                                                                                                                          | X<br>@ 15¢ per mile     |                                                                                                                                                         |
| Western North Carolina<br>P. 221 | FC<br>PM, AM<br>FLP                                            | \$9,000<br>8,600<br>8,400          | \$500 if married.<br>\$250 per dependent child.                                                                                                      | X<br>X                  |                                                                                                                                                         |
| Western Pennsylvania<br>P. 283   | FC, AM (10 or more yrs. experience)<br>PM<br>AM (other)<br>FLP | \$9,500<br>9,100<br>9,000<br>8,300 | \$125 per additional church                                                                                                                          | Not specified in report | \$1,000 minimum<br>Conference recommends, but does not supplement, a scale above minimums, based on years of experience and charge membership.          |
| Wisconsin<br>P. 272              | Conf. Members<br>FLP                                           | \$9,660<br>8,480                   | \$80 per yr. of service to maximum of 20 yrs. for conference members, 16 yrs. for FLP                                                                | X                       | X<br>if in excess of \$800 for single charge; \$100 for multiple charge                                                                                 |
| Wyoming<br>P. 212                | FC, PM (sem.grad.)<br>PM (other), AM<br>FLP                    | \$8,300<br>7,900<br>7,700          | \$200 per 5 yrs. service, up to 35 yrs.<br>\$100 per 30 hrs. continuing education beyond M. Div., B.A., or D. Min.<br>Health and accident insurance. | X                       | X<br>Support for two full sabbatical years or equivalent in partial terms with each 6-year full-time service period or 8-year associate service period. |
| Yellowstone<br>P. 65             | FC<br>PM, AM<br>FLP                                            | \$10,075<br>9,760<br>9,450         | \$250 for 5-9 yrs. experience.<br>\$500 for 10 or more yrs. experience                                                                               | \$900                   | \$1,550                                                                                                                                                 |



COUNCIL ON PROFESSIONAL MINISTRIES  
NORTHWEST TEXAS ANNUAL CONFERENCE

August 8, 1978

Samuel P. Auslam  
Director

James H. Womack  
National Consultation on Equitable Salaries  
The United Methodist Church  
2143 Ferncliff Road  
Charlotte, N. C. 28211

Dear Jim:

Mrs. Wilmer Smith, Chairperson of the Northwest Texas Conference Commission on Equitable Salaries, has asked me to return to you the enclosed completed survey sheet.

Inasmuch as this office attempts to coordinate program on behalf of the Commission on Equitable Salaries, I would appreciate being placed on your mailing list.

We would appreciate having the time, date and place of the 1979 National Consultation on Equitable Salaries as soon as they are available.

I hope you are having a good year. If we can be of further help in any way, please let us know.

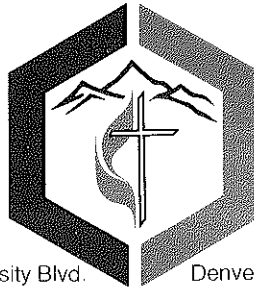
Sincerely,

  
Samuel P. Auslam

SPA:md  
Encl.

cc: Mrs. Wilmer Smith  
Dr. Kenneth Lambert

P. S. Jim, for whatever it is worth, the correct term under Question 2 is FULL-TIME LOCAL PASTOR.



ROCKY  
MOUNTAIN  
CONFERENCE  
OF THE UNITED METHODIST CHURCH

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

Denver, CO 80210 (303) 733-3736

August 8, 1978

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

Dear Jim:

Have sent off today the enclosed copy of material for the booklet on guidelines. Sorry I have been late but this has been impossible past 3 months.

Looking forward to being with you in Sept. in San Francisco. I don't seem to find a beginning time for the 26th.--and really need this information for making plane reservations. Hope that maybe a few of us can take time for at least a lunch at "Tadish" which to me is my favorite restaurant in America. I'm going to have to return home sometime on Thursday when we are through and miss the Muir Wood trip. I was to Muir Wood 16 years ago.

Between the job and helping in preparation for a 2 and 3/4 million Pension Crusade this Fall-Winter; the largest garden I've ever attempted, the death of my twin brother in late May (2 trips to Chicago), my wife being Associate Dean of the Schools of Mission here in our Conference, and some other matters I've been behind.

Give my greetings to Mrs. Womack.

Sincerely,

Hal Knudsen

RELATIONSHIP TO CHARGE PASTOR-PARISH RELATIONS  
COMMITTEE

The local Pastor-Parish Relations Committee, in terms of its relationship to the Conference Commission on Equitable Salaries and equitable salaries funds, should closely examine Section 5 paragraph 934 which states the purpose of Equitable Salary Funds. The committee also should be aware of paragraph 931 of the Discipline. These two paragraphs are basic to the total program of Equitable Salaries.

There are two major points in which the work of the Conference Commission of Equitable Salaries effects the local church and the Pastor-Parish Committee. These are as follows:

1. Conference standards for support.

The Commission on Equitable Salaries may provide a standard of support for the pastor of the local church, as well as setting a dollar amount as a minimum. Examples of this may be that the Conference will require the local church to pay the utilities on the parsonage or that a certain basic amount be allowed for par expense. These, of course, may either be considered as part of the minimum, or an amount above the minimum. The local church committee, when setting the support for the local pastor, must be aware

of these requirements or standards. Also, the local committee should, when it considers what makes up that support, be in consultation with the recommendations, requirements and standards set by the Annual Conference upon recommendation of Equitable Salaries. The local Pastor-Parish Committee in setting the support level should begin with those standards that have been set as a minimum or requirements by the Annual Conference.

2. The use of Conference Equitable Salary Funds.

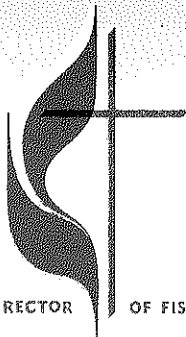
The local Pastor-Parish Relations Committee should be aware that funds exist to be used as a supplement to what the local church can do, to provide either full-time ministry in a local church or charge, or to provide a minimum level of assistance to a pastor who is giving full-time, or in some cases, student pastors. The local church committee, because of its circumstances, may feel that it needs a full-time pastor. But at this point in time cannot provide the required funds. Therefore, after a consultation with the District Superintendent an application would be made for Equitable Salary Funds to be set aside to meet the Conference required minimum. In some instances, in order to provide a pastor of experience or a type who is needed in a specific situation, funds may

be available from Equitable Salaries to go beyond the minimum to provide the ministry that is required. The committee should be aware that because of the economic condition of the church, or because of the appointment of a full-time pastor, the conference has a responsibility and a willingness to provide the funds to meet the minimum support for that appointed pastor.

In short, the chief relationship of the charge Pastor-Parish Relations Committee to the work of Equitable Salaries is realizing that there are standards and requirements that have been set for this support. The local church is required to provide this support if at all possible. If the local church cannot provide the support Equitable Salaries is willing to assist so that the church can provide the type of needed ministry.



*The* united



NORTH ALABAMA CONFERENCE  
methodist church

CONFERENCE TREASURER & DIRECTOR

OF FISCAL AFFAIRS □ 1100 CAMPUS CIRCLE, ROOM 219, BIRMINGHAM, ALABAMA 35204

August 8, 1978

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

Dear Jim:

Please find enclosed the materials from the North Alabama Conference on Equitable Salaries to be enclosed in the distribution to Chairpersons in the Southeastern Jurisdiction.

Sincerely yours,

James A. Archer, Chairperson  
Commission on Equitable Salaries

JAA:jbe

Enclosures (7)



August 12, 1978

Dr. F. Thomas Trotter, General Secretary  
Board Of Higher Education And Ministry  
The United Methodist Church  
P.O. Box 871  
Nashville, Tennessee 37202

Dear Dr. Trotter:

This letter is being written in behalf of Dr. Cyril Stone, of the New Mexico Conference, who has recently applied to you for the position of Associate General Secretary, Division Of Ordained Ministry, Board Of Higher Education And Ministry.

Dr. Stone has been closely associated with me in the work of the National Consultation since its inception in 1974, he being a member of the original group that formed the organization which became a Fellowship of your Board. During all of this time he has been one of the strong leaders of the Executive Committee, has been extremely loyal to our work, and has exhibited the qualities needed for leadership - dedication to duty, originality in thought, dependability in execution, and a high Christian discipleship in his personal life.

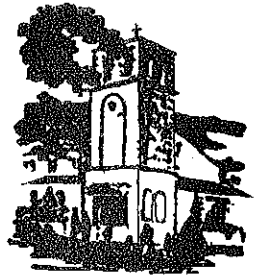
Any consideration that you may give to his application will be greatly appreciated by me.

Sincerely yours,



James H. Womack

# FIRST UNITED METHODIST CHURCH



CYRIL STONE  
PASTOR

JEFFERSON AT MAIN  
PARSONAGE

— P. O. BOX 745 —  
1007 JUNE PLACE  
LOVINGTON, NEW MEXICO 88260

PHONE 505 396-3687  
505 396-4305

August 5, 1978

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

Dear Jim,

September is just around the corner and I am trying to get program, calendar and a few other things in proper order for the next several months. I assume that we will be getting from someone information about the San Francisco meeting as to place, time, agenda or other detail.

I suspect that we will also be getting some information as to the workbook if we need to make any advance preparation.

Let me add one other item to this note -

I have recently submitted my resume and application for Associate General Secretary of the Division of Ordained Ministry, which is the office that Bob Thornberg held. Should you be in correspondence with Dr. Trotter and would feel free to do so, I would appreciate your placing a letter of recommendation before him on my behalf.

I am looking forward to seeing you before long.

Sincerely yours,

  
Cyril Stone

August 17, 1978



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

Dear Dr. Womack:

I sincerely appreciate your prompt reply to my request for information concerning equitable salary studies. The material is most helpful.

I will be in Nashville for the training event of new district superintendents September 4-8, and have written to Ms. Chipkevich for an appointment, and, if possible, for a copy of Dr. Steele's study.

I am also writing to Dr. Norwood for a copy of the report, "Summary of Equitable Salary Plans."

As we proceed through the study I will be in touch with you. Any further information you may have will be greatly appreciated.

Thanks for your help.

Most sincerely yours,

A handwritten signature in cursive script that reads "Marvin T. Judy".

Marvin T. Judy

*copy of salary survey mailed to Dr. Judy on 9/1/78.  
(shows 1979 Salaries)*

August 3, 1978

Dr. Marvin T. Judy  
Perkins School Of Theology  
Southern Methodist University  
Dallas, Texas 75275

Dear Dr. Judy:

The National Consultation On Equitable Salaries is a relatively new organization in our Church- now only two years old- and our experience so far is somewhat limited in the field of studies, nation-wide, or otherwise. We have done some work which we will be happy to share with you, and we can direct you to some other data that will soon be available for distribution.

The following data is enclosed:

- Item A - A copy of a survey we made in 1977. This covered 1978 Minimum Salary and Related Income Items for the 37 conferences that responded to our questionnaire.
- Item B - A copy of our Survey Questionnaire that was mailed on July 27, 1978. We will prepare a summary similar to Item A., and will be glad to send a copy to you if it will be of use to you.
- Item C - A summary of a questionnaire prepared by the Rocky Mountain Conference. I am not sure of the exact nature of the study you propose to do, but this may be of interest to you.
- Item D - The work sheets which the 37 conferences returned on our 1977 survey (Item A). They have some data on the methods used in setting salaries (question 5), but you can see that not many of them have really developed any systematic approach to salary setting.
- Item E - A copy of my own conference program for 1979.

The items of data which should soon be available are:

1. A "Summary Of Equitable Salary Plans". This is a report prepared by the General Council On Finance And Administration, 1200 Davis Street, Evanston, Illinois 60201. The Reverend John F. Norwood, Associate General

Dr. Marvin T. Judy

August 3, 1978

Secretary, handles the distribution of this report, and he informed me that it will probably beready for distribution sometime this month. I feel sure that he would respond favorably to your request for a copy.

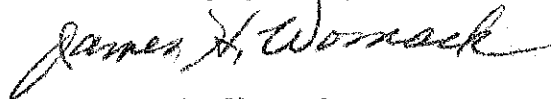
2. Dr. H. Ellsworth Steele, Associate Dean, School Of Business, Auburn University, has prepared a 70 page manuscript on "The Equitable Salary Program Of The United Methodist Church". Our National Consultation members cooperated by furnishing data to Dr. Steele, and the manuscript is now in the hands of the Board Of Higher Education And Ministry, Division Of The Ordained Ministry, Nashville, Tennessee for possible publication.

Ms. Cara Chipkevich, Administrative Assistant in the Division, is coordinating this project, and I am certain that a copy of the report would be made available to you upon request. I have read the manuscript, and I think that Dr. Steele has done a very good job in analyzing the various conference programs.

I am sorry that we do not yet have answers to some of the basic questions you ask in paragraph three of your letter. We, of course, are interested in those same areas, and will be trying to steer the work of the Consultation toward those areas of concern in the future. It appears that a good many of our members are still "minimum salary minded", and have not yet begun to grapple with the full scale of equitable salary responsibility; we hope to change this.

The study which you have undertaken is of much interest to me, and if I can be of furtehr service, please let me know.

Sincerely yours,



James H. Womack

Enclosures



July 27, 1978  
Mr. John Womack  
2143 Ferncliff Road  
Charlotte, N. Carolina 28211

Dear Mr. Womack:

Rev. Bob Davis from the General Board of Higher Education was in my office this week and told me something of the work of the National Consultation on Equitable Salary.

I have been commissioned by the Commission on Equitable Salary in the North Texas Conference to do a study of the program in the Conference. We are just now getting the study under way. I am wondering what your committie has done in studying the programs across the nation? Can you tell me at what stage your study is, and what iinformation you would have available for us?

I am getting a questionnaire ready to send to the pr oper persons in each Annual Conference. It occurs to me that you may have the information we are looking for. We basicly are asking: How is the amount for equitable salary established? What are the local church conditions for receiving assistance? Are there any limits on pastor-load such æ a minimum of -say-300 members? What is done about minority situations where there are small congregations with no opportunity to be linked with another church? What is the salary range and structure of all pastorates?

I will appreciate any help you may give. Thanks f for your assistance.

Most sincerely yours,

*Marvin T. Judy*

Marvin T. Judy



**SOUTH GEORGIA CONFERENCE  
COMMISSION ON EQUITABLE SALARIES**

REV. DONALD M. KEA, Chairman  
~~112 Park St. S.W. Room 206~~ 2200 Dawson Rd  
~~Savannah, Georgia 31406~~ Albany, Ga 31707  
~~(912) 355-8527~~ (912) 436-6336

August 21, 1978

MRS. CARL K. NELSON, JR., Secretary  
Box 206  
Dublin, Georgia 31021  
(912) 272-2673

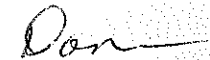
Mr. James H. Womack  
2143 Ferncliff Road  
Charlotte, North Carolina 28211

Dear Jim:

Enclosed you will find 16 copies each of the application form and report to Annual Conference for the South Georgia Annual Conference.

Thanks for your good work in assembling this information.

Sincerely,

  
Donald M. Kea

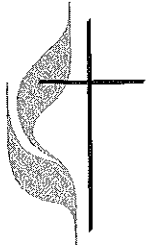
hf



# NATIONAL CONSULTATION ON EQUITABLE SALARIES

The United Methodist Church  
2143 Ferncliff Road/Charlotte, N.C. 28211  
August 22, 1978

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



## Executive Committee

Rev. James D. Archer  
Mrs. Patricia Brown  
Dr. D. Keith Clarke  
Rev. Ralph Fellersen  
Dr. Patrick Flaherty  
Rev. Matthew H. Gates  
Dr. Harold Knudsen  
Dr. Kenneth M. Lambert  
Dr. Cyril Stone  
James H. Womack

## Ex-Officio

Bishop Jesse R. DeWitt  
Dr. F. Thomas Trotter

To : Executive Committee Members  
From : James H. Womack  
Re : Executive Committee Meeting, San Francisco  
September 26-28, 1978

Ralph Fellersen has advised you of the arrangements he has made for our subject meeting. The plans sound great, and our thanks to him for handling the details.

Our meeting will start at 1:30 P.M. on Tuesday, September 26, and will close at 12:00 Noon on Thursday, September 28.

The main agenda items will be:

1. Perfecting The Operating Manual. ✓
2. Planning For 1979 National Meeting. ✓
3. Legislation For 1980 General Conference.
4. By-Laws For National Consultation, and
5. Miscellaneous.

This agenda will provide us with a very busy schedule for the amount of time we will have together. A lot of time can be saved if we will do some home-work prior to the meeting. To this end, I am requesting that you do the following:

- A. 1979 National Meeting - Give some thought to the type of meeting you think we should have, and the format by which it can best be presented. Prepare a list of the subjects which you would like to see placed on the agenda. If possible, have name of person you would like to handle the subject.
- B. Review Par. 934 of the 1976 Discipline, and revise it as you would like it to appear in the 1980 Discipline. Add, delete, revise - but have it in writing.
- C. Operating Manual - Keith Clarke planned to have a copy in your hands prior to meeting for this purpose.

August 22, 1978

Ralph was asked to make arrangements so that each of you could sign your hotel bill, and have it forwarded to Nashville for payment, in the event you would like to use that method. If you prefer, you may pay it, and then apply to Nashville direct for reimbursement. I understand that this arrangement has been made, so either way you elect to go will be completely satisfactory.

We are sorry to learn that a conflict in schedule will make it impossible for Bishop DeWitt to meet with us. So far as I know now, all other members will be with us. See you in San Francisco.

Cordially,

P.S. Several changes have occurred in names and/or addresses of members. Two revised sheets for your information.

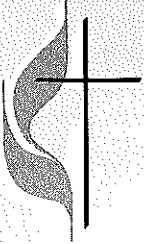
1. Note to Jim Archer, Gates & Lambert to remind them of chapter or Operating Manual.
2. Note to Ralph to list all Annual Conferences, and to show those which had paid, by years 74, 75, 76.

# NATIONAL CONSULTATION ON EQUITABLE SALARIES

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

September 1, 1978

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



## Executive Committee

Rev. James D. Archer  
Mrs. Patricia Brown  
Dr. D. Keith Clarke  
Rev. Ralph Fellersen  
Dr. Patrick Flaherty  
Rev. Matthew H. Gates  
Dr. Harold Knudsen  
Dr. Kenneth M. Lambert  
Dr. Cyril Stone  
James H. Womack

To: SEJ Chairmen, Conference  
Commissions On Equitable Salaries

From: James H. Womack

Re: Conference Reports, and Application Forms

## Ex-Officio

Bishop Jesse R. DeWitt  
Dr. F. Thomas Trotter

At our Junaluska meeting in July I promised to distribute to each of you copies of all 1978 reports and application forms sent to me by August 31st. Those that were received are enclosed.

Some of you asked that I include the cost-of-living index in the package. It is listed below, using 1967 as the par value of the dollar, and listing the yearly cumulative effect.

I trust that the current church year will be a good one for you, and I hope to see each of you at our national meeting in 1979 (date and place to be announced later).

Sincerely,

  
James H. Womack

| <u>Year</u> | <u>Index</u> |
|-------------|--------------|
| 1967        | 100.0        |
| 1968        | 104.2        |
| 1969        | 109.8        |
| 1970        | 116.3        |
| 1971        | 121.3        |
| 1972        | 125.3        |
| 1973        | 133.1        |
| 1974        | 147.7        |
| 1975        | 161.2        |
| 1976        | 170.5        |
| 1977        | 181.5        |

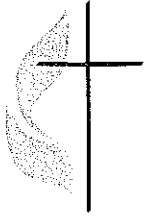
*Material mailed 8/31/78*

# NATIONAL CONSULTATION ON EQUITABLE SALARIES

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

July 24, 1978

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



## Executive Committee

Rev. James D. Archer  
Mrs. Patricia Brown  
Dr. D. Keith Clarke  
Rev. Ralph Fellersen  
Dr. Patrick Flaherty  
Rev. Matthew H. Gates  
Dr. Harold Knudsen  
Dr. Kenneth M. Lambert  
Dr. Cyril Stone  
James H. Womack

## Ex-Officio

Bishop Jesse R. DeWitt  
Dr. F. Thomas Trotter

To: Chairmen, SEJ Conference Commissions On Equitable Salaries

Gentlemen:

At our July 18-19 meeting at Lake Junaluska, it was requested that I mail to you a copy of the names and addresses of the chairmen of the annual conference Commissions On Equitable Salaries. Said list is enclosed.

Please remember that each Annual Conference agreed to send to me:

~~16~~ ~~17~~ copies of the application form used by your conference for applying for supplemental minimum salary funds, and

~~16~~ ~~17~~ copies of your report to your 1978 Annual Conference, as it will appear in your Conference Journal.

This material is to be sent to me, at the above address, not later than August 31st. As soon as it is received by me, I will distribute one copy of each to you.

It was a real pleasure to me personally to see all of you at the Lake, and I felt that we had a very worthwhile experience there together. I hope that you concur in this evaluation.

Please keep in mind the national meeting being planned for 1979, place and date to be announced later, and be making your plans to attend. Hoping to see you then, I am,

Cordially,

James H. Womack

Encl.

P.S. : If you attended as the representative for your chairman, please see that the forms are mailed as requested above. Thanks.

July 20, 1978

Dr. F. Thomas Trotter, General Secretary  
Board Of Higher Education and Ministry  
The United Methodist Church  
P.O. Box 871  
Nashville, Tennessee 37202

Dear Dr. Trotter:

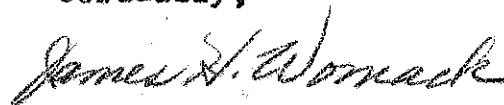
Attached are Request For Expense Payment forms to cover the request for reimbursement of expenses for the National Consultation On Equitable Salaries Workshop for the Southeastern Jurisdiction which was held at Lake Junaluska on July 18 & 19. (This was covered in item 1 of my May 17, 1978 letter to you.)

The first sheet covers travel only for one representative from each Annual Conference in attendance; the second sheet covers travel, meals, and lodging for the Reverend James D. Archer and me, SEJ representatives on the Executive Committee.

The form used is adapted from one used by my annual conference; I hope it is satisfactory for this purpose.

I will very much appreciate your placing this request in process for reimbursement.

Cordially,



James H. Womack

Encl: 2



| ROOM           | IN      | NAME                  | OUT  | RATE  |
|----------------|---------|-----------------------|------|-------|
| 346            | 7/17-19 | Womack Mr & Mrs James | (2)  | #368  |
| DATE           | 7/17    | 7/18                  | 7/19 |       |
| For'd          |         | 35                    | 18   | 50 36 |
| Room           | #368    | #368                  |      |       |
| Res't          |         |                       |      |       |
| Phone          |         |                       |      |       |
| Dep            | 10.00   | LAMBURH INN           |      |       |
| Telegrams      |         | PER                   |      |       |
| Laundry        |         |                       |      |       |
| Round Fees     | 1.50    | 1.50                  |      |       |
| Transportation |         |                       |      | 36    |
| Cash Adv.      |         |                       |      |       |
| TOTAL          |         |                       |      | 50 36 |
| CREDITS        | Cash    |                       |      |       |
|                | All'cs  |                       |      |       |
|                | Trans.  |                       |      |       |
| Balance        |         |                       |      |       |

\* 4% State Sales Tax included in Items so marked.

Remarks:

E-Saluties

No 3902 F

THANK YOU

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Housing Office & Reservations 456-3660

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Mileage From Lake Junaluska, N.C.

|                  |     |                         |    |
|------------------|-----|-------------------------|----|
| Atlanta, Ga      | 180 | Asheville Airport       | 35 |
| Birmingham, Ala  | 318 | Biltmore Estate         | 30 |
| Charlotte, N.C.  | 139 | Blue Ridge Parkway Ent. | 10 |
| Chicago, Ill.    | 668 | Cherokee, N.C.          | 25 |
| Columbia, S.C.   | 183 | Chimney Rock, N.C.      | 46 |
| Jackson, Miss    | 562 | Fontana Dam, N.C.       | 64 |
| Louisville, Ky.  | 368 | Gatlinburg, Tenn.       | 50 |
| Miami, Fla.      | 739 | Maggie Valley, N.C.     | 7  |
| Nashville, Tenn. | 279 | Mt. Mitchell, N.C.      | 58 |
| New York, N.Y.   | 731 | Mt. Pisgah, N.C.        | 23 |
| Richmond, Va.    | 429 | Newfound Gap.           | 42 |
| Washington, D.C. | 495 | Waynesville, N.C.       | 3  |

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For Further Information, Write: Program Director  
Box 67  
Lake Junaluska, N.C.



JAMES D. ARCHER  
P.O. Box 700  
PINSON, AL 35126

SEI MEETING  
JULY 17-19, 1978

|                               |        |
|-------------------------------|--------|
| AIRFARE                       | 112.00 |
| LODGING, MEALS,<br>TIPS, ETC. | 60.73  |
|                               | <hr/>  |
|                               | 172.73 |

Milage @ 15¢

| Name                           | MAILING ADDRESS                                       | (Dist. Cent) (N. Ala.) | Limit. of Travel                            |
|--------------------------------|-------------------------------------------------------|------------------------|---------------------------------------------|
| 1. JAMES D. ARCHER             | P.O. DRAWER 700<br>PINSON, AL 35126                   |                        | \$112.00 + 60.75<br>\$172.75                |
| 2. Paul W. Boone               | 410 Edgewood Circle<br>Whiteville, N.C. 28472         | (N.C.)                 | 670 miles<br>100.50                         |
| <del>3. Albert W. Swaley</del> | <del>P.O. 7172<br/>Lexington, Ky 40502</del>          |                        |                                             |
| 4. Glenn L. Courts             | 117 W. MAIN ST<br>FLEMINGSBURG, KY 41041              | (KY)                   | 660 MILES<br>99.00                          |
| 5. DAN H. MAXEY, Jr.           | 4794 TANGLEWOOD LANE<br>Forest Park, Georgia          | (N. Ga.)               | \$ 70.00                                    |
| 6. Charles R. Riser            | 301 CHURCH<br>VINE GROVE, Ky 40175                    | (Louisville)           | \$123.00                                    |
| 7. S.J. Hull                   | P.O. Box 53, Belzoni, Miss. 39038                     | (N. Miss) 1192 miles   | \$ 178.80                                   |
| 8. John y. Bacon,              | 914 LOWER MILL Rd., Hixson, TN 37343                  | (Holston)              | \$58.50                                     |
| 9. L. C. TROUTT,               | P.O. Box 184, SHELBYVILLE, TENN. 37160                | (Tenn.)                | \$ 87.00<br>530 miles                       |
| 10. John B. Clarke,            | P.O. Box 481, McKenzie, Tn. 38201                     | (Memphis)              | \$ 120.90<br>806 miles                      |
| 11. John R. Baxter             | 107 Snowden                                           | (S.C.)                 | \$ 73.50<br>490 miles                       |
| 12. Ernest Betts, Jr.          | R. 1. Box 333A, Blount, Va.                           | (Va.) 920 miles        | \$ 138.00                                   |
| 13. R. LANTON HIGGS Sr.        | P.O. Box 154, Coaling, AL 35449                       | (N. Ala.)              | 120.00<br>800 miles                         |
| 14. Thomas H. Mitchell,        | 1105 Hunt Ave. Lakeland, Fla. 33801                   | (Fla.)                 | 225.00<br>1500 miles                        |
| 15. Julian A. Lindsay,         | Box 126, Thomasville, N.C. 27360                      | (N.C.)                 | \$ 55.12<br>368 miles                       |
| 16. James H. Womack,           | 2143 Ferncliff Road - Travel<br>Charlotte, N.C. 28211 |                        | 49.50<br>61.50<br>Room + Meads<br>\$ 111.00 |

# LAKE JUNALUSKA ASSEMBLY

RESERVATIONS

P. O. BOX 367

LAKE JUNALUSKA, N. C. 28745

(704) 456-3660

JOSEPH W. ALLEN, JR.  
DIRECTOR OF HOUSING

July 10, 1978

To: Conference leaders

From: Joseph W. Allen, <sup>JA</sup> Jr., Director of Housing

Re: Meeting rooms, special dinners, luncheons, receptions, airport transportation, audio-visual equipment, etc.

Rev. Russell Andrews is now handling all of the scheduling of physical arrangements at Lake Junaluska Assembly including meeting rooms, special dinners, luncheons, receptions, airport transportation, audio-visual equipment, etc.

Please address all requests or inquiries directly to him. His telephone number is 704-456-9405, and his office is in the administration building.

All files and requests have been turned over to his office. My office now handles only housing reservations and accommodations.

Thank you for your cooperation. I hope that this information will help to make your conference operate more smoothly after you arrive.

*Telephoned Andrews office (Cady) took message.*

- 1. Kewan Room is large enough*
- 2. Coffee & Danish (etc) for 20 people on wed. July 19 at 10:00 A.M.*
- 3. Confirmed transportation for Betty from airport.*

*Conference Center of the Southeastern Jurisdiction*

Sponsor Organization SEI National Consultation of Equitable Salaries

Contact Person James H. Womack Telephone No. \_\_\_\_\_

Address 2143 Fern Cliff Rd Charlotte NC 28211  
(Street or Box) (City) (State) (Zip)

     Breakfast      Reception Date of event July 19th  
     Luncheon      Coffee Hour of event All morning  
     Dinner      Meeting Room Only

Room(s) to be used Korean Rm

Number attending \_\_\_\_\_ Price to be charged \_\_\_\_\_

Special Instructions We need number as soon as possible. Coffee time - coffee and Danish or something similar served on morning of 19th.

Taken by MHW

Copy to Joe Allen Steve Tredwell

Date taken 7/5/78

Emily Pressley

Joe Allen

June 22, 1978

Mrs. Mary White  
Reservations Department  
Lake Junaluska Assembly  
P.C. Box 367  
Lake Junaluska, North Carolina 28745

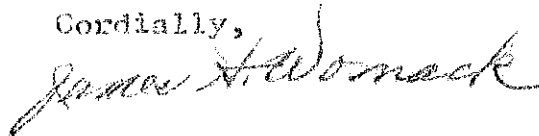
Dear Mrs. White:

On the Special Event sheet which you sent me on our July meeting, you show the Date of event" as July 18. I presume this means only the starting date, but we will need the Korean Room until noon on July the 19th., in addition to the afternoon of the 18th., and I thought I should call this to your attention at this time.

We will want to have coffee and Danish, or something similar, served on the morning of the 19th., but I cannot furnish you numbers at this time. I plan to arrive at the Lake on the 17th. of July, and I will have specific numbers on expected attendance at that time.

Thank you for handling the meeting arrangements for us.

Cordially,



James H. Womack

456-3640  
Reservations

SPECIAL EVENT

Sponsor Organization SEI National Consultation of Equitable

Contact Person James Womack Telephone No. 704-366-9636

Address 2143 Fern Cliff Rd. Charlotte NC 28211  
(Street or Box) (City) (State) (Zip)

Breakfast  Reception Date of event July 18  
 Luncheon  Coffee  
 Dinner  Meeting Room Only Hour of event \_\_\_\_\_

Room(s) to be used Korean Rm

Number attending \_\_\_\_\_ Price to be charged \_\_\_\_\_

Special Instructions \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Taken by MWhite Copy to Joe Allen

Date taken 5/9/78 Lambuth desk  
Russ Andrews

May 15, 1978

Mr. Joseph Allen  
Lake Junaluska Assembly  
P.O. Box 367  
Lake Junaluska, N.C. 28745

*and Mary White*

Dear Mr. Allen:

Please reserve two rooms in the Wings of Lambuth Inn for the nights of July 17 & 18, 1978; one room for the Reverend James D. Archer - the other room for Mrs. Womack and me. My check for \$20.00 is enclosed as deposit. (Mr. Archer and I will be the leaders of the Workshop, and we will be there one day ahead of the meeting date.)

Enclosed, also, is a copy of the mailing that went to the SEJ Chairmen of the Commissions On Equitable Salaries. I thought this might be helpful in the event you have any questions arising in relation to our reservations arrangements.

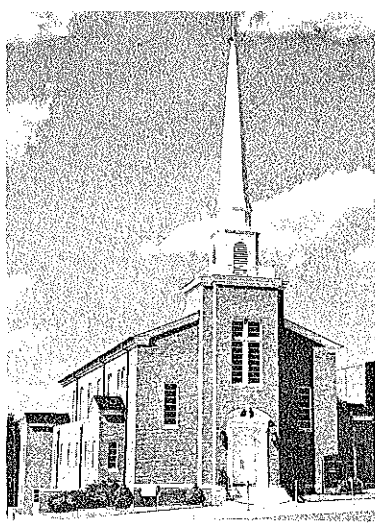
It is my understanding that a meeting room in Lambuth Inn will be made available to us for the workshop. We will need this room from noon on July 18th. to noon on July 19th.

Thank you for handling the arrangements for us.

Sincerely,

*James H. Womack*  
James H. Womack

Enclosures



# First United Methodist Church

ON THE SQUARE

PHONE 684-2535

Shelbyville, Tennessee 37160

---

June 26, 1978

Mr. James H. Womack  
The National Consultation  
on Equitable Salaries  
The United Methodist Church  
2143 Ferncliff Road  
Charlotte, N.C. 28211

Dear Mr. Womack:

I am planning to attend the jurisdictional meeting of the Commission on Equitable Salaries at Lake Junaluska July 18 and 19 as a representative of the Tennessee Annual Conference. I have already made room reservations and will provide my own means of transportation. If additional information is to be available prior to the conference, please direct it to me since our chairman, Herman Yates, will not be attending.

I look forward to seeing you soon.

Sincerely,

L. C. Troutt

LCT:vdc



# NATIONAL CONSULTATION ON EQUITABLE SALARIES

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

June 21, 1978

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

Re: Southeastern Jurisdiction  
Meeting of Chairmen  
Comissions On Equitable  
Salaries  
Lake Junaluska, July 18&19

## Executive Committee

Rev. James D. Archer  
Mrs. Patricia Brown  
Dr. D. Keith Clarke  
Rev. Ralph Fellersen  
Dr. Patrick Flaherty  
Rev. Matthew H. Gates  
Dr. Harold Knudsen  
Dr. Kenneth M. Lambert  
Dr. Cyril Stone  
James H. Womack

To 12 conferences

## Ex-Officio

Bishop Jesse R. DeWitt  
Dr. F. Thomas Trotter

Dear Sir:

As of last week, the office at Lake Junaluska had no record of a reservation request from your Conference for the subject meeting. It is possible that the reservation had been made, but, if so, it had not been identified with our meeting.

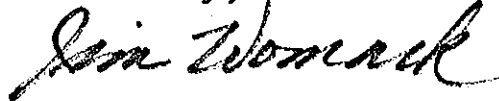
In order that we may make proper arrangements for our meeting(size of meeting room, name tags, coffee break, etc) we need to know the name of the people who will be attending from your Annual Conference. ( If for any reason you cannot attend, please send a substitute so that all conferences will be represented.)

On the enclosed sheet, please furnish us the name of the person(s) who will attend the meeting, and the other information requested thereon.

This will not be a structured meeting with time only for the people on the program, but will primarily be a discussion session with everyone having an opportunity for rolling out the problems of particular concern to you. We will also be wanting to hear from you about the changes in legislation which you would like to see made in the 1980 Discipline.

I look forward to seeing you at Junaluska on the 18th.

Cordially,



James H. Womack

P.S. A stamped, addressed envelope is enclosed for your convenience in replying.

To:  
National Consultation On Equitable Salaries  
2143 Ferncliff Road  
Charlotte, North Carolina 28211

The name(s) of the person(s) who will be attending the meeting  
at Lake Junaluska on July 18 and 19 will be:

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

Will delegates need transportation from the Asheville Airport  
to Lake Junaluska? Yes \_\_\_ No \_\_\_

If yes, show: Airline \_\_\_\_\_

Flight No. \_\_\_\_\_  
Arrival  
Time \_\_\_\_\_  
Arrival  
Date \_\_\_\_\_

I understand that this does not constitute a reservation for  
hotel accommodations, but is solely for the use of those who  
are planning the meeting.

Signed: \_\_\_\_\_

Annual Conference : \_\_\_\_\_

May 17, 1978

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

Dear Jim:

As information only, I am enclosing a copy of the mailing which I sent out regarding the reservations for the meeting on July 18-19. I have made reservations for both of us (including the deposits) for the nights of July 17 & 18. If you will let me know your scheduled arrival time at the Asheville airport, I will arrange for your transportation from the airport to Junaluska. You can arrange this directly with Lake Junaluska Assembly if more convenient.

Please let me know plans you have for the meeting, and the part you wish me to play. I will be glad to assist in any way that I can.

Julian Lindsey is now a District Superintendent, and he has done a fantastic job in reducing minimum support. As a matter of fact, as of June 1st., he will have no charges in his district drawing minimum salary support. He would also be versed in the clergy couple situation. If he is available, would you like for him to have a spot on the program? Let me know what you think.

See you in Junaluska.

Cordially,

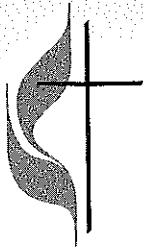
James H. Womack

# NATIONAL CONSULTATION ON EQUITABLE SALARIES

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

May 15, 1978

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



Executive Committee  
Rev. James D. Archer  
Mrs. Patricia Brown  
Dr. D. Keith Clarke  
Rev. Ralph Fellersen  
Dr. Patrick Flaherty  
Rev. Matthew H. Gates  
Rev. Harold Knudsen  
Dr. Kenneth M. Lambert  
Dr. Cyril Stone  
James H. Womack  
Ex-Officio  
Bishop Jesse R. DeWitt  
Dr. Robert W. Thornburg

TO: Chairmen, Conference Commissions On Equitable Salaries  
From: James H. Womack  
RE: Southeastern Jurisdiction Meeting of Chairmen, July 18-19

Following the decision to move the site of subject meeting to Lake Junaluska, Mr. Archer asked me to coordinate the housing arrangements.

Not knowing how many representatives would be coming from each Annual Conference, nor what rooming assignments you might wish, I have reserved a block of rooms in the Wings of Lambuth Inn which will be held in reserve until June 1st. Reservations received after then will be on a "first come, first reserved" basis, but availability will not be guaranteed after June 1st.

Lake Junaluska Assembly requires a \$10.00 deposit for each room reserved, and this should be enclosed with your reservation request. (Deposits refundable to 2 weeks prior to arrival date.) Mail reservation form to Lake Junaluska.

We are most hopeful that all Annual Conferences will be represented, and we urge you to send someone on the commission to represent you in the event you are unable to attend.

A reservation form, and a flyer giving additional data on Lake Junaluska, is enclosed for your convenience.

If you have any questions about the housing arrangements, or if I can be of assistance, please let me know.

Hope to see you at The Lake on July 18th.

Cordially,

James H. Womack

Enclosures

TO: Director Of Reservations  
Lake Junaluska Assembly  
P.O. Box 367  
Lake Junaluska, N.C. 28745

For: SEJ Meeting, National  
Consultation On Equitable  
Salaries

Please make reservations for me in the Wings of Lambuth Inn as follows:

Name(s): \_\_\_\_\_

Room Requirements: \_\_\_\_\_

Date & Time of Arrival: \_\_\_\_\_ Departure: \_\_\_\_\_

Is transportation from airport required? \_\_\_\_\_ If so, give name of air-  
line and scheduled arrival time: \_\_\_\_\_

Is transportation back to airport required? \_\_\_\_\_ If so, give name of  
airline, flight no., and departure time: \_\_\_\_\_

Signed: Name \_\_\_\_\_

Address: \_\_\_\_\_

PS: Remember to enclose  
\$10. deposit.

# THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

*The United Methodist Church*

May 11, 1978

TO: Chairpersons, Conference Commissions on Equitable Salaries  
FROM: James D. Archer, Southeastern Jurisdiction representative  
RE: Southeastern Jurisdiction Meeting of Chairpersons, July 18-19, 1978.

Dear Friends:

The majority of chairpersons returning questionnaires indicated their preference for a July meeting. Therefore, our meeting will be on Tuesday and Wednesday, July 18-19. We will begin immediately after lunch and conclude at noon on the the following day.

The majority also indicated their preference for Atlanta as their choice of meeting sites. However, due to unreasonable motel rates in the Atlanta airport area, we have moved the site of our meeting to Lake Junaluska, North Carolina where we will meet and be housed in Lambuth Inn. The cost of meals and lodging of the New Wing, a modern facility with private baths, at Lambuth Inn is as follows:

Single occupancy—\$26.00 per day including three(3) meals  
Double occupancy—\$42.00 per day including three(3) meals per person

Reservation forms for accomodations will be mailed under separate cover. However, you are urged to make your reservations as quickly as possible. Reservations should be marked to the attention of either Mr. Joseph Allen or Ms. Mary White:

Lake Junaluska Assembly  
P.O. Box 367  
Lake Junaluska, North Carolina 28745  
Telephone (704) 456-3660

The National Consultation will pay flight fare for chairpersons or twelve cents(12¢) per mile by car so long as the total milage cost does not exceed the cost of round trip airline tickets. Each Annual Conference is responsible for the cost of limousine service from and to the airport, meals, lodging and other incidental expenses. Should an Annual Conference desire to send more than one person, the Annual Conference is liable for all costs for additional representatives.

Transportation from and to the airport at Asheville, North Carolina can be secured from Lake Junaluska Assembly provided a forty-eight(48) hour notice is given of arrival and departure time at the Asheville Airport

is given in advance. Costs for such service is as follows:

|                   |             |
|-------------------|-------------|
| 1 person          | —\$10.00    |
| 2 persons         | — 7.50 each |
| 3 persons or more | — 6.00 each |

Return prices for transportation to the airport are the same as those quoted above.

If for any reason, you as a chairperson, cannot attend, please send someone to represent your Annual Conference.

The Minister's Conference will be in session that same week. Feel free to come early or stay later if you like. The only cost to you will be the additional cost of meals and lodging and any fees connected with it.

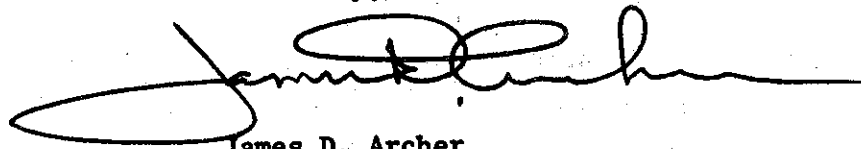
Reimbursement of transportation costs from your home to Lake Junaluska will be by voucher. This will be filed and paid for following your return home.

I look forward to seeing you at Lake Junaluska. If you have additional questions, address them to me as follows:

Rev. James D. Archer  
Memorial Drive UMC  
109 Memorial Drive, N.W.  
Decatur, Alabama 35601  
Telephone (205) 353-9373

I am,

Sincerely,



James D. Archer

P.S. If you did not return your blue (3 page) questionnaire, please do so without delay.

JDA/clc

# THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

*The United Methodist Church*

March 30, 1978

TO: Chairpersons, Commission on Equitable Salaries  
Southeastern Jurisdiction

FROM: James D. Archer, Executive Committee  
National Consultation on Equitable Salaries

Dear Colleagues:

Please find enclosed a questionnaire that comes from the Executive Committee of the National Consultation on Equitable Salaries. Please complete and return this questionnaire by April 19 to:

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

The data gathered by this questionnaire will help the Executive Committee plan more effectively for future meetings.

Many of you have already mailed your 1978 Consultation dues. However, some of you haven't and this needs to be done as quickly as possible. Dues are forty (\$40.00) dollars per year and should be mailed to:

The National Consultation on Equitable Salaries  
c/o The Reverend Ralph Fellersen  
#9 Ross Valley Drive  
San Rafael, California 94901

Funds gained from the payment of dues are used by the Executive Committee to cover expenses of operation and administration not provided for from General Church funds.

There will be a meeting of chairpersons, or their designated representative, in either May or July — the choice will be yours. The selected dates are either: May 16-17 or July 18-19. The May date is the preference of the Committee. However, we are aware that this will be awfully close to Annual Conference time for some of you. PLEASE indicate your preference when you return the enclosed questionnaire.

There is no place in the Southeastern Jurisdiction that is central to every one. Two meeting sites are available — either Atlanta, Georgia or Birmingham, Alabama. Which do you prefer? Indicate this when you return your questionnaire.

The Board of Higher Education, Division of Ordained Ministry, under whose umbrella Commissions on Equitable Salaries fall, will reimburse you for your air fare from your home to the site of the jurisdictional meeting. However, your own Conference Commission will have to cover the cost of meals and lodging. As soon as the site is determined, you will be notified of the Motel in which we will be meeting so you can make reservations.

Please! Return all information requested promptly to me at the address listed above. Include any other information you feel pertinent. I look forward to seeing you at our jurisdictional meeting. I am,

Sincerely,

  
James D. Archer

*1st Choice: May 16-17, Atlanta*





# The Fairmont District

WEST VIRGINIA AREA  
OF THE UNITED METHODIST CHURCH

D. KEITH CLARKE  
SUPERINTENDENT

D. FREDERICK WERTZ  
BISHOP

December 8, 1977

Dear Friends:

The questionnaire delegated to Dr. Patrick Flaherty and myself has been completed and approved by our Chairperson, James Womack.

I have selected one of you in each Jurisdiction to send copies to the Annual Conferences in your Jurisdiction. To the others I am sending a single copy of the questionnaire.

A few suggestive steps to those of you who are receiving the copies to send on:

1. Write a cover letter to be sent with the questionnaire. Inform the Conference Equitable Salary Chairpersons to whom the questionnaire is to be returned and by what date.
2. Enclose a self-addressed stamped envelope with your mailing -- it will encourage a return.
3. Upon the return we are all to use the material for our workshops on the Jurisdictional level.
4. Compile a composite to be shared with the Executive Committee when we meet in the Fall of 1978.

May your days in Advent bring His presence ever closer and your Christmas a joyous celebration!

Shalom,

D. Keith Clarke

P. S. To quote Jesus as He spoke to Judas: "What you must do, do quickly."

1-304

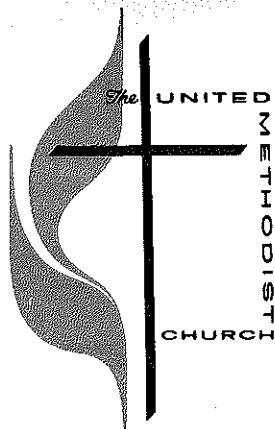
July 18-19, 1978

Lake Jocassee

Ernest Beth - Va  
John Bacon - Holston  
Tom Mitchell - Fla  
Tom Hanson - Fla  
John Baxter - S.C.  
<sup>T.W.R.</sup> Tom Holland - Memphis Rt. 1, Box 28, Sevier, Tenn. 38391  
John Clarke - Memphis  
Z.C. Grant - Tenn.  
Charles Kiser - Louisville  
Ella Courts - Kentucky  
Lawton Higgs - N. Ala + 3  
Walter Loret - " "  
Paul Maloney - " "  
Alfred Morrison - " "  
Dora Mapey - N. Ga.  
~~Wm. Appleby - N. Miss~~  
Sam Hull - N. Miss  
Bill Sherman - S.C.  
Paul Boone - N.C. 410 Edgewood Circle, <sup>Whiteville</sup> N.C. 28472  
Jim Archer - N. Ala.  
J.H. - W. Va. Car.  
Albert Sweazy - Ky  
Julian Lindsey - W. Va.

27 people

13 N.C.



## New York Conference Council on Ministries

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

May 11, 1978

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

Dear Jim:

Herein is a brief report on the Northeast Jurisdiction Equitable Salary Consultation held at Bergamo East May 8 and 9.

Twenty-three persons were in attendance representing twelve conferences.

In addition to a general overview on the work of the Commission and a feedback on the questionnaires that had been sent out, we focused in small groups on three matters: 1) legislation; 2) guidelines for setting salary; 3) glossary of terms.

I am enclosing the results of the two groups on glossary of terms and proposed legislative changes.

The input that came from the section on salary guidelines I will be incorporating into my chapter on the handbook which you asked me to be responsible for.

There was a very good feeling about the workshop on evaluation scale of 1-5; 1 being low, 5 being high. There was an equal division of the house on 4 and 5. There was also a strong feeling that this should be repeated again in two year's time. All of the conferences present indicated that they plan to have representation at the National Consultation in 1979.

I hope that the other jurisdictions had as good a time as did we.

Sincerely,

Matthew H. Gates  
Council Director

MHG:er  
Encls.

## Glossary of Terms

**EQUITABLE SALARIES** - is the system of The United Methodist Church by which a just, fair, relational compensation is provided for pastoral leadership.

In equity it is fair to both the pastor and to the church/charge.

The aim is to provide a good and just salary for pastoral leadership in a particular place with a base set by the Annual Conference below which there is no equity.

The Equitable Pastoral Compensation is a plan of total compensation that goes beyond the cash salary and includes housing, utilities, health insurance and other normally accepted fringe or professional benefits.

The Equitable Pastoral Compensation system has several components:

- 1) Base Cash Salary - The amount of cash salary determined by the Annual Conference to be a base salary for fulltime ministerial appointments.
- 2) Variants - Factors altering the base salary - i.e. years of service, size of family, as determined by the Annual Conference.
- 3) Benefits - Items paid on behalf of a minister in addition to cash salary i.e. parsonage, utilities, health insurance, continued education, etc.
- 4) Expenses - Out of pocket money paid by the minister in the course of doing church work that is reimbursable by the church on an agreed upon scale: i.e. automobile, mileage expense, tolls, meals away from home on church business, office supplies, entertainment, etc.
- 5) Salary Supplement
  - A. Base Salary Aid - The amount of money required to bring the cash salary of a church/charge up to base salary set by Annual Conference.
  - B. The amount of salary above the base salary a conference assumes the responsibility for in order to enable ministry in a situation declared to be of strategic importance for ministry and mission; where a person of special skill and expertise may be required, whose salary is already above the base - i.e. new church development, cooperative parish leadership, inner city ministry.

A working principle might be stated in this fashion: Base salary support is to the pastor placing a base under his/her needs. Salary supplement is basically to the situation enabling a particular kind of ministry to happen.

- 6) Fulltime Ministry - Is an appointment by the Bishop in which fulltime is devoted to the work of a pastor who is not attending school as a regular student, who is not substantially employed in nonpastoral work, and whose cash support per annum from all sources is not less than the schedule of equitable salaries adopted by the Annual Conference for those in this person's classification.
- 7) Workload - A field of service big enough to utilize and challenge the skill, energy, creativity of a professionally trained person.

MHG:er  
5/11/78

PROPOSED CHANGES IN THE EQUITABLE SALARY  
PROVISIONS OF THE 1976 DISCIPLINE

The attached materials are submitted by the Commission on Equitable Salaries of the Baltimore Annual Conference for discussion purposes at the Northeast Jurisdiction Equitable Salary Workshop on May 8-9, 1978 at Marcy, New York.

The format, while quite simple, may need a word of explanation. The existing language is presented in its entirety in left column. The strike-outs in this column represent proposed deletions. The right hand column presents the proposed additions. Thus, in reading the full and complete new provision, as proposed, read the old language without the cross-outs and add the new language at the places indicate.

Commission on Equitable Salaries  
Baltimore Annual Conference  
Clifford R. Gross, Chairperson  
Rev. Daniel Henderson, Treasurer

Present legislation (cross-outs  
represent proposed deletions)

Proposed Additional Language<sup>1</sup>

934. ~~EQUITABLE SALARIES~~ ---

SALARY SYSTEM

1. It is the purpose of the equitable salary system to provide for the most effective, feasible assignment of ministers within the framework of the conference policies, program, and financial resources. Specifically, it provides supplementation to salaries paid by charges unable to meet conference salary standards; (2) provides financial underpinning to the appointment system in order to facilitate the most effective use of the skills and abilities of its ministers; and (3) provides leadership and guidance to all charges on matters of ministerial compensation. For the effective support of these objectives, each conference is expected to develop and maintain guidelines and policies for an effective structure of conference charges and for the deployment of ministers to serve them.

Present Legislation (cross-outs represent Proposed Deletions)

Proposed Additional Language <sup>2</sup>

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

2.

and/or at least one lay and one clergy from charges where the pastor is receiving equitable salary support (same person(s) may meet both qualifications) AND A LAY PERSON AND CLERGYMAN FROM AN ETHNIC CHURCH (IF NOT COVERED IN ONE OF THE OTHER CATEGORIES)

In addition, the membership shall contain such ex officio, non-voting members as the conference may direct or authorize. The Commission on Equitable Salaries shall have the responsibility for administering the Equitable Salary System.

The commission shall carefully study the number and extent of the needs for additional ministerial support within the conference and the sources of income, and with the approval of the conference Council on Finance and Administration shall present annually to the conference for its action a schedule of ~~minimum~~ salaries for all full-time pastors, subject to such rules and regulations as the conference may adopt so long as the rules do not conflict with the provisions of this legislation. The schedule may allow for differences in living conditions, number of dependents in pastor's family, and any other variants the conference may direct.<sup>10</sup>

3.

equitable

and changes

different types of appointments, ~~minimum or sustenance~~ ~~levels of income~~, length of service, education (concluded at top of next page)

Present Legislation (Cross-outs represent proposed deletions)

Proposed Additional Language <sup>3</sup>

relevant to pastoral duties, participation in continuing education, evaluation of pastoral performance, standards of full-time service, charge size,

~~3.~~ Insofar as practicable this schedule of ~~minimum~~ salaries shall be observed by the bishops and district superintendents in arranging charges and making appointments.

4.

equitable

, as well as the deployment policies and guidelines developed pursuant to subparagraph 1,

~~4.~~ The Commission on Equitable Salaries shall present its estimate of the amount required to comply with the schedule of ~~minimum~~ salaries for the pastors, as adopted by the conference, to the conference Council on Finance and Administration, which shall apportion the amount as an item of ministerial support to the districts or the charges as the conference may direct.<sup>11</sup>

5.

equitable

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

6.

equitable

equitable

equitable

~~6.~~ Clergy couples, both husband and wife as separate individuals as members of the Annual Conference, have the right to full claim on the ~~minimum~~ salary fund when they accept a full-time appointment, either as pastors of adjoining churches



Present Legislation (cross-outs represent proposed deletions)

Proposed Additional Language<sup>4</sup>

~~or charges, or as co-pastors of a church or charge. At their joint initiative and after consultation with the district superintendent and/or bishop, they may jointly waive any portion or all of her/his share of the minimum salary fund. Such a request of waiver shall be presented, in writing, to the district superintendent and the Annual Conference Commission on Equitable Salaries. Such a waiver shall be received and established annually, as long as this appointment continues to have a claim on the minimum salary fund.~~

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

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

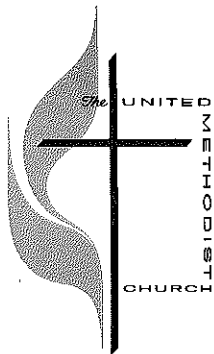
9. On recommendation of the Commission on Equitable Salaries, the Annual Conference may authorize the utilization of the Equitable Salary Fund to provide for supplementing salaries beyond the ~~minimum~~ salary schedule.

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

equitable

equitable

Pursuant to the provisions of subparagraph 1, the



## 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 5, 1978

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

Dear Jim,

Our workshop for the South Central Jurisdiction was held in Oklahoma City, Oklahoma on May 2-3, 1978. Ken and I were workshop leaders, and we had 23 persons in attendance from ten of our 17 Annual Conferences. Conferences represented were: Kansas East, Kansas West, No. Arkansas, Louisiana, New Mexico, Oklahoma, Texas, Central Texas, North Texas and Northwest Texas.

We sent out a questionnaire asking response from each Annual Conference to several areas. From these we developed our agenda. We dealt with the subjects: Clergy Couples, Diaconal Ministries and Their Relationship to E.S.C., Terminology and Definition, Increments and the Planning of a Support System, and Legislation.

Our real highlights were developed around the struggle to find a sensible and reasonable approach to fair finding of salary support for clergy couples. We invited a member of the Oklahoma Conference, J. Clifton Sprouls, to speak on the problems and needs in dealing with clergy couples. He has been a District Superintendent and is now Conference Treasurer. His background offered considerable insight. He brought out, too, that the real struggle, emphasized by the clergy couple, is how we can continue as a connectional church, or will we become congregational in government.

We worked on issues of whether we support a charge or a pastor; the purpose of the Commission, and how we might eventually obtain and use a common terminology.

In legislation, we struggled with some modification of the major problem in the clergy couple legislation deleted by Judicial Council. We thought some about Committee floor management at General Conference. We did some researching in re-naming to Board of Ministerial Salary Support.

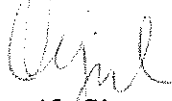
Probably the other highlight was arriving at a common conclusion that we have no responsibility to or for Diaconal Ministries Salary support at this time.

I think this summarizes, with highlights, our 24 hour effort.

We did push the \$40 to Ralph Felleron and provided each with his address. I have submitted to Bob Thornburg our requests for reimbursement of expenses and hope that it doesn't take as long for checks to come through as it did before.

I hope this provides adequate information for you. If not, let me know.

Sincerely,



Cyril Stone

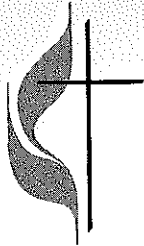
cs/ar

# NATIONAL CONSULTATION ON EQUITABLE SALARIES

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

April 17, 1978

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



## Executive Committee

Rev. James D. Archer  
Mrs. Patricia Brown  
Dr. D. Keith Clarke  
Rev. Ralph Fellersen  
Dr. Patrick Flaherty  
Rev. Matthew H. Gates  
Rev. Harold Knudsen  
Dr. Kenneth M. Lambert  
Dr. Cyril Stone  
James H. Womack

## Ex-Officio

Bishop Jesse R. DeWitt  
Dr. Robert W. Thornburg

TO: EXECUTIVE COMMITTEE MEMBERS  
FROM: JAMES H. WOMACK  
RE: JURISDICTIONAL MEETINGS/WORKSHOPS

Following the subject meetings I will be required to submit a composite report to the Division Of Ordained Ministry. This report should include:

1. Highlights of each meeting,
2. Number of Annual Conferences represented, and
3. Total number of persons in attendance.

We will, of course, be interested in all of the activities of each meeting, but I think it is particularly important at this time to get suggestions for changes in legislation (Par. 934) which are proposed. Also, get as many suggestions for agenda items for the National Consultation as you are able.

As agreed by the committee, each Jurisdiction will be responsible for planning its own agenda, but there are two items which I want you to be sure to include:

1. A reminder of the annual dues of \$40. for those who have not already remitted, and
2. Try to get some indication of the number of persons who will be attending the National Consultation in Dallas in early March, 1979. (Transportation will be paid for one from each Annual Conference, but we would like to have as many as possible in attendance.)

*Please Note* → I would like to ask Matty Gates, Jim Archer, Pat Flaherty, Cyril Stone, and Hal Knudsen to be responsible for sending the Jurisdictional meeting report to me within one week after the close of the meeting. Thanks for accepting.

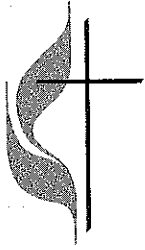
Ralph, would you please send to each committee member a list of the conferences which have paid dues for 1978?

# NATIONAL CONSULTATION ON EQUITABLE SALARIES

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

April 17, 1978

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



## Executive Committee

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Mrs. Patricia Brown  
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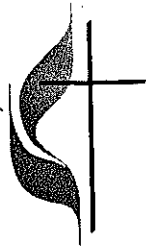
Ralph, would you please send to each committee member a list of the conferences which have paid dues for 1978?

# NATIONAL CONSULTATION ON EQUITABLE SALARIES

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

April 17, 1978

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



## Executive Committee

Rev. James D. Archer  
Mrs. Patricia Brown  
Dr. D. Keith Clarke  
Rev. Ralph Fellersen  
Dr. Patrick Flaherty  
Rev. Matthew H. Gates  
Rev. Harold Knudsen  
Dr. Kenneth M. Lambert  
Dr. Cyril Stone  
James H. Womack  
Ex-Officio  
Bishop Jesse R. DeWitt  
Dr. Robert W. Thornburg

TO: EXECUTIVE COMMITTEE MEMBERS  
FROM: JAMES H. WOMACK  
RE: JURISDICTIONAL MEETINGS/WORKSHOPS

Following the subject meetings I will be required to submit a composite report to the Division Of Ordained Ministry. This report should include:

1. Highlights of each meeting,
2. Number of Annual Conferences represented, and
3. Total number of persons in attendance.

We will, of course, be interested in all of the activities of each meeting, but I think it is particularly important at this time to get suggestions for changes in legislation (Par. 934) which are proposed. Also, get as many suggestions for agenda items for the National Consultation as you are able.

As agreed by the committee, each Jurisdiction will be responsible for planning its own agenda, but there are two items which I want you to be sure to include:

1. A reminder of the annual dues of \$40. for those who have not already remitted, and
2. Try to get some indication of the number of persons who will be attending the National Consultation in Dallas in early March, 1979. (Transportation will be paid for one from each Annual Conference, but we would like to have as many as possible in attendance.)

I would like to ask Matty Gates, Jim Archer, Pat Flaherty, Cyril Stone, and Hal Knudsen to be responsible for sending the Jurisdictional meeting report to me within one week after the close of the meeting. Thanks for accepting.

Ralph, would you please send to each committee member a list of the conferences which have paid dues for 1978?

September 4, 1978

Dr. John F. Norwood  
Associate General Secretary  
General Council On Finance And Administration  
1200 Davis Street  
Evanston, Illinois 60201

Dear Dr. Norwood:

Attached is a copy of the "Survey On Minimum Salaries-1979", the report to which I referred in our telephone conversation on August 1st.

This report was started by us last year without the knowledge that you were preparing a report that was quite similar in content. After learning about the existence of your report, we decided (for the time being, at least) to continue as the data we were using would be more current, and, also, we showed some data that was not included in your report. The advantage in your report is that you include all conferences from Conference Journal records while we depend on responses from a mail survey which could hardly ever be expected to be 100% inclusive.

I plan to discuss the duplication of effort in the preparation of the two reports at our executive committee meeting later this month, and I will be in touch with you later on what we decide.

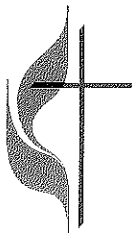
In the meantime, my thanks again for including our members in your mailing of your current report.

Sincerely yours,

  
James H. Womack, Chairman

Enclosure

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 7, 1978

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

My Dear Friend:

I am in receipt of your letter and the list of chairpersons in each of the annual conferences on equitable salaries. Please know that their names will be placed on our mailing list to receive the updated copy of the information denegeraged by this office.

Trust that you and yours are having a nice summer and will experience and fruitful experience for the remainder of the year.

I am,

Sincerely yours,

John F. Norwood  
Associate General Secretary  
Div. of Administrative Services

JFN:ij



August 3, 1978

The Reverend John F. Norwood  
Associate General Secretary  
General Council On Finance And Administration  
1200 Davis Street  
Evanston, Illinois 60201

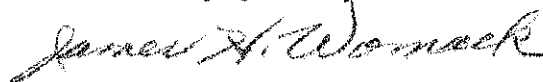
Dear Mr. Norwood:

Thank you for your willingness to add the Chairmen of the Conference Commissions On Equitable Salaries to your mailing list when you make distribution of your report titled "Summary Of Equitable Salary Plans".

As per our telephone conversation on August 1, I am enclosing a list of the names and addresses of those persons to whom the report should be mailed.

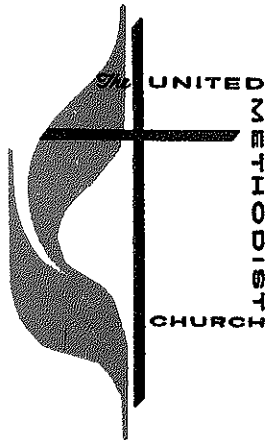
I believe that the report will be of help to our members, and I appreciate your cooperation in this request.

Sincerely yours,



James H. Womack

Enclosure



## Troy Conference Council on Ministries

157 Lake Avenue — Saratoga Springs, N. Y. 12866 — Telephone (518) 584-8214

September 11, 1978

Mr. James H. Womak  
National Consultation on Equitable Salaries - United Methodist  
2143 Ferncliff Road  
Charlotte, North Carolina 28211

Dear Mr. Womak:

Please add this name from Troy Conference to any Equitable Salary mailings: The Rev. William F. Rogers  
16 Hillcrest Dr.  
Ravena, New York 12143

Thanks much.

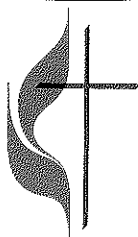
Cordially,

A handwritten signature in cursive script that reads "Royal B. Fishbeck, Jr.".

Royal B. Fishbeck, Jr.  
C-COM Executive Director

RBF/ph

*[Handwritten initials]*



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

September 15, 1978

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

Dear Brother Womack,

I'm in receipt of your letter of September 4, and agree with you that it may be pooling our resources together that we may come up with a very good document that will be usable throughout the church. We are certainly willing to cooperate with you and to be cooperative in gathering and sharing of the data.

I'm passing on this communication to Reverend John Schreiber, the Assistant General Secretary, who heads the section of Records and Statistics to Review and to pass on to the appropriate person on his staff. I'm sure that Mr. Schreiber will contact you in the very near future. Please keep in touch with our office inasmuch as we will try to keep in touch with you. I am

Sincerely yours,

John F. Norwood  
Associate General Secretary  
Div. of Administrative Services

cc: John Schreiber, GCFA

JFN:ef



# The Fairmont District

WEST VIRGINIA AREA

OF THE UNITED METHODIST CHURCH

D. KEITH CLARKE  
SUPERINTENDENT

September 20, 1978

D. FREDERICK WERTZ  
BISHOP

Dear Friends:

Sorry this is getting to you so close to the date of our meeting, but I have been awaiting some of the material. This is what I have received thus far.

I have done no editorial changing. That will come later. We need to spend time on content at this meeting.

I hope you have time to read these papers prior to our meeting. Make comments or changes for the group to consider.

See you next week.

Shalom,

D. Keith Clarke

## FOREWORD

By action of the 1972 General Conference, the name of the Commission on Minimum Salaries was changed to the Commission on Equitable Salaries. No substantial change was made in The Book of Discipline in describing the duties and authority of the newly named commission, yet the definitions of the two words - minimum and equitable - are so different that the conclusion must be reached that some different duty must be expected. If not expected, at least it would be permitted.

Representatives of several annual conference Commissions on Equitable Salaries across the Church got together in Birmingham, Alabama, in February 1974 to discuss their ideas on what might be implied in the name change, their common problems in the administration of their work, their specific programs and procedures of operation. At this first meeting of the group, it was felt that real benefits accrued to those in attendance, and that a meeting on a full national scale should be held in Kansas City in September 1975.

Out of the Kansas City meeting came the National Consultation On Equitable Salaries, a loosely organized, self-motivated, body of annual conference leaders; operating within the General Church, but not officially a part of it. Feeling that the Consultation could best serve the interests of the Church by becoming a recognized part of it, we requested that we be made a "Fellowship" of the Board Of Higher Education And Ministry. This was accomplished in early 1976, and we became "A Fellowship Of The Division Of The Ordained Ministry". Since that time we have held several meetings/workshops in all of the five jurisdictions of our Church. From these jurisdictional meetings we have gathered some of the ideas, philosophies, and methods of operations that seem to best describe the work of the commission. These are put together in this publication which we term a "Manual Of Operations For The Annual Conference Commission On Equitable Salaries".

It is not expected that this manual will furnish the answers to all of the problems that you will encounter in the day-to-day operations of your commission, but we do believe that you will find much that will help to point the way.

## STATEMENT OF PURPOSE

The word equitable is defined as that which is "characterized by equity or fairness; just and right; fair; reasonable.". The word minimum is defined as "the least quantity or amount possible, assignable, or allowable; the lowest amount, value, or degree attained or recorded." Thus, the concept of equitable salaries is quite different from that of minimum salaries, although a minimum salary may need to be established as a step toward arriving at what constitutes an equitable salary.

An equitable salary for a minister in the United Methodist Church implies remuneration commensurate with the qualifications of the minister and the demands and responsibilities required to serve a particular charge as well as remuneration which meets the minister's normal and reasonable living requirements. Salary should never be the attraction for one to enter the ministry, nor should it be the deterrent to one who is called. Some charges obviously require the service of a minister with special talents and qualifications, and an equitable salary in such situations may have little relationship to the ability of the charge to support that salary. New or rapidly changing situations are examples of such needs.

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

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

most prestigious church in a Conference received an equitable salary as it is that the full-time minister of a small rural charge received a fair and reasonable minimum salary. Too often charges with financial resources sufficient to erect magnificent buildings or to provide many special ministries to others fail to give equitable salary support for their own ministers. Such oversight is rarely deliberate. It more often reflects a failure on the part of the minister, the Pastor-Parish Relations Committee, and the Administrative Board to discuss objectively and honestly equitable salary support.

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

The Commission On Equitable Salaries must assume the responsibility for formulating guidelines for determining equitable salaries which local churches can follow in developing sound and realistic programs of financial support for all full-time ministers. In meeting this responsibility, the Commission must encourage and provide information and incentives for local churches to assess each year their resources for providing fair and reasonable salaries which will reflect such factors as the cost of living, the financial resources of each church and its membership, and the significance these members place on the role which the United Methodist Church should assume in their communities for proclaiming the Good News, for helping the poor and needy, for teaching the Word of God, for celebrating the presence of Christ, for healing sick minds and bodies, and for binding together in close and meaningful fellowship those who are determined the THE CHURCH will be the most influential institution in the world.



RELATIONSHIP TO CHARGE PASTOR-PARISH RELATIONS  
COMMITTEE

The local Pastor-Parish Relations Committee, in terms of its relationship to the Conference Commission on Equitable Salaries and equitable salaries funds, should closely examine Section 5 paragraph 934 which states the purpose of Equitable Salary Funds. The committee also should be aware of paragraph 931 of the Discipline. These two paragraphs are basic to the total program of Equitable Salaries.

There are two major points in which the work of the Conference Commission on Equitable Salaries effects the local church and the Pastor-Parish Committee. These are as follows:

1. Conference standards for support.

The Commission on Equitable Salaries may provide a standard of support for the pastor of the local church, as well as setting a dollar amount as a minimum. Examples of this may be that the Conference will require the local church to pay the utilities on the parsonage or that a certain basic amount be allowed for car expense. These, of course, may either be considered as part of the minimum, or an amount above the minimum. The local church committee, when setting the support for the local pastor, must be aware of these requirements or standards. Also, the local committee should, when it considers what makes up that support, be in consultation with the recommendations, requirements and standards set by the Annual Conference upon recommendation of Equitable Salaries. The local Pastor-Parish Committee in setting the support level should begin with those standards that have been set as a minimum or requirements by the Annual Conference.

2. The use of Conference Equitable Salary Funds.

The local Pastor-Parish relations Committee should be aware that funds exist to be used as a supplement to what the local church can do, to provide either full-time ministry in a local church or charge, or to provide a minimum level of assistance to a pastor who is giving full-time, or in some cases, student pastors. The local church committee, because of its circumstances, may feel that it needs a full-time pastor. But at this point in time cannot provide the required minimum. In some instances, in order to provide a pastor of experience or a type who is needed in a specific situation, funds may be available from Equitable Salaries to go beyond the minimum to provide the ministry that is required. The committee should be aware that because of the economic condition of the church, or because of the appointment of a full-time pastor, the conference has a responsibility and a willingness to provide the funds to meet the minimum support for that appointed pastor.

In short, the chief relationship of the charge Pastor-Parish Relations Committee to the work of Equitable Salaries is realizing that there are standards and requirements that have been set for this support. The local church is required to provide this support if at all possible. If the local church cannot provide the support Equitable Salaries is willing to assist so that the church can provide the type of needed ministry.

EQUITABLE SALARIES OPERATING MANUAL

## Chapter 11

FUTURE CONCERNS

Today, more than at any time in the past, we are, as a society, interested in the future. The Futures Group, an unusual consulting firm based in Glastonbury, Connecticut, gathers and collects specific predictions about the next fifty years. Those who use this service are powerful people from all over the world who are interested in how it can help them plan for the future by using some of the nearly 60,000 predictions offered by the group. There are currently 3,000 courses offered in futurism in the United States and the Washington based World Futures Society now boasts 20,000 dues paying members.

The idea of looking into the future is hardly a new one. Oracles and reading the signs manifested in the entrails of animals dates back centuries, as do many other such practices. Perhaps the most famous quote concerning this desire is from the inventor, C. F. Kettering: "My interest is in the future, because I'm going to spend the rest of my life there."

Of course, we are all familiar with the Bible and its predictions about the future, or Prophecies as they are called in Christian circles. We are not going to attempt any such predictions in this part of the manual; we are simply going to lift up some facts and some areas of possible concern.

One fact we would like to share comes from a book, The Future File, where it is stated: "The most fundamental tenet of futurism is that we are, to a large degree, creating the future right now with out present decisions, discoveries, policies, actions and inactions." In other words, we are dealing with the future concerns in the area of Equitable Salaries, or its successor's bodies, by what we are doing or failing to do right now.

Let me give you another quote from The Future File: "Since the future is not inevitable, one of the few things that virtually all futurists believe is

that there is a broad array of alternative futures open to us. It, therefore, follows that the proper role of futurism is to lay out these alternatives for present inspection. The point of the whole exercise, of course, is to avoid the undesirable futures and move toward the most desirable ones."

One point here to keep before us is the idea of looking at all the alternatives open to us, inspect each and attempt to make some plans for the future, assuming, of course, there is one. Many Annual Conferences are currently engaged in raising additional money for the Reserve Pension Fund of the United Methodist Clergy Persons because of the anticipated future inflation making the current funds unable to handle the need. Equitable Salaries is an area that is just coming into its own, and, therefore, will need to work harder at trying to identify such areas of concern and need, but try, we must.

At the outset, it should also be pointed out that while we may not be responsible for some of the areas of concern mentioned in this chapter right now, we may be, or could be, or at least we may cause some other groups to take up the need.

One area of concern that is being heard around the nation is the need to look at ways of standardizing reporting methods by all Annual Conferences. This would enable us to have at our disposal information that could be used and compared for purposes of smoothing out our act. The world is growing smaller and smaller, as we are all well aware, and, as this fact becomes evident, we do need to have a more complete system of reporting and a more uniform method. Earlier ideas in the vein have been raised in this manual.

Coupled with this idea is the expressed desire to have the distance between the top and bottom salaries reduced. Some see this in terms of widening the distance so as to create more incentive and reduce the awarding of apparent

incompetence. In either direction, it is a valid need that should be laid out carefully and examined as to its future impact.

Inflation has also brought to many of our meetings the concern about housing for the retired clergy persons. Since most people in the ministry do not own their own homes, and cannot afford to save enough money to buy a home at retirement, there is this expressed interest and need. Inflation in the area of real estate has already caused alarm among many persons with the church. What are some of the alternatives available? What are some of the other Conferences and Denominations doing about this matter? Who is responsible for this area of the minister's life and future?

One alternative that has some merit for examination, and we throw it out as food for thought, is the corporate ownership of parsonages by pastors within a given conference. This would mean that all the parsonages would be owned by all the pastors, and they would all contribute a housing allowance each year to the corporation, and at the time of retirement they would withdraw their money, probably based on some kind of per year input, similar to the way Pensions are figured. There are many details that need ironing out and areas of concern not yet explored, but it is an idea that may lead to some other areas of development. We could spend a great deal more time and space telling of this matter, but just now we will hope it will serve as stimulation.

It can well be seen that the need for the National Consultation on Equitable Salaries will play a large role in the shaping of the future in this area. Up until a few years ago, such a body did not exist, with such possibility for nation-wide sharing and development, but now many new doors are being opened each year as we struggle to make this a viable part of the church's life and future.

A future concern then is that we help our conferences to make the Equitable Salaries Commission one of prime importance, and to make the necessary adjustments to allow for its growth and development. This will require dedicated and enthusiastic leadership in each conference...Men and women who are not afraid to put in extra time and effort, who are willing to dream and make sometimes exciting and demanding challenges to their conferences. Boldness is going to be a key word for the future concerns of the Equitable Salaries Commission of the United Methodist Church.

Another area of growing concern for the future is the small church. In a paper by Dr. Boyd Mather entitled, "Small Churches, Pastors and the Salary Package," he quotes James Lowery in setting forth a painful paradox in the United Methodist Church, where most of the congregations are considered small: "Too small, too poor, and too focused on its own institutional survival to be able to carry on meaningful worship, indepth pastoral ministry, and effective witness, service, and missionary work." Yet, these are often among our strongest and most active congregations, and it leaves us with the question, "How large is small?". The solution to this problem is not only one that must consider the pastor but the members of these churches. Dr. Mather, in his paper, suggests what he sees to be some viable alternatives: strict salary structures; standards for minimum and maximum work loads for ministers; and an increasing use of the equitable salaries commission funds. It might also be said that others are looking at how we can make this transition, which is no new problem, but one we believe will grow large in the next twenty-five years. As the population continues to move more and more, as privacy becomes an ever-increasing demand, small churches are going to be the need, perhaps even another look at the so-called "house-church" approach. This will require an even more complicated structure of appointment and supervision.

A constantly reoccurring theme is the basic salary plan, which was an option spelled out in prior editions of the Discipline, but is now removed due to its apparent inability to function. However, the inability of function may have come only because it had not been adequately researched and developed for the times in which we live. A uniform or basic salary plan is, in many people's minds, a real possibility and one that needs to be a matter of future concern. One can see many advantages and many disadvantages immediately, but it must be examined carefully in light of the needs of our people and pastors. Being able to send our pastors where they are needed and not always basing everything on salary is an appealing idea and may be necessary in order to maintain the itinerant ministry for the times we live in and the future.

The future, no matter what shape it will take, will require pastors to be available to minister in the name of Christ to people wherever they are and however they live. We must begin now to meet those needs and continue the spreading of the Good News.

Patrick F. Flaherty

RELATIONSHIPS OF EQUITABLE SALARIES  
WITHIN THE CONFERENCE

RELATIONSHIP TO THE ANNUAL CONFERENCE ITSELF

Each year your agency presents a suggested amount to the Annual Conference as it meets in session, for base salary for Ordained Clergy and for Local Pastors for the coming year, always keeping the word "equitable" in mind. ES should not be thought of as the welfare department of the conference, but as the agency which constantly places a challenge before every church to pay its minister an equitable salary.

How you arrive at that salary will vary, but it is important that all members of your Commission/Board vote their final approval. The only way to build future leaders, and members who feel competent is to keep them aware of the business before the Comm/Bd., and what action is possible and/or optimal, and why!

Part of the work of setting base salary is that of determining the budget amount you will need to request from CFA for funding the requests for that year. Your Conference Treasurer can help you with this, but is an ES committee works with the Conf. Treas. in reaching that decision, they become more knowledgeable in the process.

A clear set of policies which your agency follows in considering requests for assistance will help your Comm/Bd. when there is a question whether to assist a particular church; and it will help Dist. Supts. in their negotiations with a church, and in their preparation of the request. It will also help Annual Conference delegates (and others) in understanding what ES can and cannot do, by reading the policies.

It will be important that the Annual Conference feels it understands your actions and policies. Each year, most of the delegates will be unfamiliar with your subject, but will feel more able to trust if you have been willing to discuss any aspect they (as a group or as individuals) do not understand.



If you are allowed time when you present your report to the An. Conf., use it to acquaint the people there with the disciplinary basis for ES, the funding by CFA (through apportionments), the ministry possible in the local church because of ES assistance, etc.

#### RELATIONSHIP TO CFA

At a certain time each year you are expected to present your request for funds to CFA at a budget hearing. Be prepared to answer questions regarding the increases, about the number of churches being aided, about the amount you expect to recommend to An. Conf. as base salary and how you arrived at that amount, about the percentages of increase they represent, etc.

This will be another opportunity to interpret your policies and your philosophy. We sometimes expect that everyone on a Conference Board or Commission knows all about the workings of every other Board or Commission, and it just isn't so! Most of us feel lucky if we learn our own area of work, and simply trust that others are doing their best where they are, too.

#### RELATIONSHIP TO THE CABINET

Each conference ES Comm/Bd. operates differently as to how much contact they have with their Cabinet, all the way from having no contact at all, to having all Cabinet members always meeting with the agency! A Cabinet member who meets regularly with the Comm/Bd., acting as a liaison is very helpful in sending messages in both directions.

Some An. Conf. ES agencies do not act on requests from churches until the Cabinet has voted their combined approval of each request.

Some An. Conf. ES agencies meet with the entire Cabinet once a year to have each D.S. present the request for assistance to churches in his/her district for the next year.

## RELATIONSHIP TO OTHER CONFERENCE AGENCIES

The following agencies are inter-related, both in service to the ordained clergy, and in the budgetary ways each one affects the others: Ordained Ministry, Pensions, ES, Moving Expense, Insurance (Health, Life, Auto).

Some an. Conf. have a Council of Professional Ministry and Support, which brings these agencies together once or twice a year to consult and inform each other as to plans and programs which will affect the others. If your an. Conf. does not have this structure, you should make the effort to meet with an officer of each of these agencies each year, to do this consulting on your own initiative.

ES also has a relationship with the Conf. Council on Ministries. In some An. Conf., that tie is less tangible than in others. If this is true in your An. Conf., in the interest of conference-wide communications, you could ask to be placed on the mailing list for each CCOM agenda and minutes. The former will keep you aware when an agenda item will be presented which will have an effect upon ES.

Since ES is part of the whole Conference spending picture - sometimes quite a large part, the Conference Stewardship agency can be a vital link back to every local church. If the Stewardship Section of the Conference is aware of this whole spending picture, it will be better informed and motivated to encourage more generous giving by local church members, and more faithful support of the Conference budget by its congregations. This means (again!) more interpreting by you about ES and its service to the An. Conf. to the Stewardship people of the Conference.

I Don't Know Where This Goes But I Think It's Important-----p. 1

1. ES should know the total amount of money paid to ministers of churches asking for supplemental aid.
2. ES should be concerned with helping to provide ministry at a certain church which may not be able to pay that whole (adequate) amount. (Rather than with providing a good minister - which is the work of the Bd. of Ord. Ministry)
3. Conferences may want to consider using ES money to allow small isolated churches to continue providing ministry (when yoked with 2 or more churches) instead of closing because of declining membership. Some conferences now only use ES to begin ministry in an area, with limits on the number of years a church may receive assistance before being entirely self-sustaining. To provide ministry and worship in some rural areas, and in formerly active urban central churches, perhaps this continuing-supplemental assistance aspect of ES aid should be discussed in your meeting.
4. There have been great increases in the An. Conf. budgets for Pensions and for Insurance in recent years, caused by higher costs. Inflation has significantly slashed the buying power of the minister and family, especially those at the lowest salary level. Your ES Comm/Bd. should identify with those living at the lowest salary, and not apologize for making adequate raises in annual salary recommendations which will negate as much as possible the pressures on the family budget caused by inflation.

## GLOSSARY OF TERMS

EQUITABLE SALARIES - is the system of The United Methodist Church by which a just, fair, relational compensation is provided for skill, ability and labor given in ministry.

In equity it is fair to both the pastor and to the church charge for a "laborer is worthy of his hire" as the church is worthy of the labor and skill.

The aim is to provide a good and just salary for adequate ministry in a particular place with a minimum floor set by the Annual Conference below which there is no equity.

The Equitable Salary package is a plan of total compensation that goes beyond the cash salary and includes housing, utilities, health insurance and other normally accepted fringe or professional benefits.

The Equitable Salary system has several components:

1. Minimum cash salary - the amount of cash salary determined by the Annual Conference to be a base salary for full time ministerial appointments which the local church/charge is expected to meet and which the Conference will support if the local church/charge cannot meet.
2. Benefits - fringe benefits paid on behalf of a minister in addition to cash salary i.e. parsonage, utilities, health insurance, continued education, etc.
3. Expenses - out of pocket money paid by the minister in the course of doing church work that is reimbursable by the church on an agreed upon scale: i.e. automobile, mileage expense, tolls, meals away from home on church business, office supplies, etc.

4. Salary Supplement - the amount of salary above the minimum salary a conference assumes the responsibility for in order to enable ministry in a situation declared to be of strategic importance for ministry and mission; where a person of special skill and expertise may be required, whose salary is already above the minimum - i.e. new church development, cooperative parish leadership, inner city ministry. Salary supplement funds may come from other church agencies, i.e. annual Conference boards, General Church boards, Conference mission, various societies, etc.

A working principle might be stated in this fashion: Minimum salary support is to the pastor placing a base under his/her needs. Salary supplement is basically to the situation enabling a particular kind of ministry to happen.

5. Fulltime ministry - is an appointment by the Bishop to which a pastor gives his full working hours to the local charge, to district conference, national tasks and to the community. In situations where any salary support come from the Conference it would preclude regular outside secular employment.
6. Workload - a field of service big enough to utilize and challenge the skill, energy, creativity of a professionally trained person.

## CRITERIA FOR SALARY SETTING

The basic responsibility for the setting of pastoral salaries lies with the local church.

The Annual Conference, through its Equitable Salary Commission, sets a minimum or base cash salary for fulltime ministerial service, which it supports when a local church cannot meet the base cash salary.

The Equitable Salary Commission is also concerned for the salaries of all pastors. Out of that concern it offers guidelines for salary review.

In arriving at cash salaries, the Pastor-Parish Relations Committee will want to take into consideration:

1. Cost of living
2. Dedication of a pastor to his/her calling
3. All around pastoral competence-merit
4. Size of congregations/number of churches
5. Years of service
6. Complexity of job situation

Suggested salary ranges: Fulltime appointment of Conference members

| Church or Charge Membership | Salary Ranges       |
|-----------------------------|---------------------|
| 1 - 249                     | \$ 9,300 - \$13,800 |
| 250 - 489                   | 9,800 - 14,700      |
| 500 - 749                   | 10,300 - 15,450     |
| 750 - 999                   | 11,300 - 16,950     |
| 1,000 - 1,249               | 12,300 - 18,450     |
| 1,250 - 1,500               | 13,300 - 19,950     |
| 1,500 plus                  | 14,300 - 21,400     |

An alternate approach to salary setting:

1. Start with the family medium income of the Community (county).
2. Set base salary at 130% of medium, allowing for professional training. (Studies have shown that professionally trained persons in ten years will average 200% of medium.)
3. After Determining base, work with the range of 50% of base level.
4. Other criteria to be considered:
  - a. Size of congregation/charge
  - b. Merit increments
  - c. Complexity of job situation
  - d. Cost of living factors

In this paper we have been talking about cash salary. In order to determine total compensation, we will add benefits -- pension, health insurance, housing and utilities, etc.

In addition to the above, you will need to consider reimbursable expenses such as car and other out-of-pocket expense occurred in carrying out ministry.

An additional word on the question of what to pay for experience may be in order. Lyle B. Schaler suggests a rule of thumb "that each year's experience for the highly competent pastor is worth approximately \$500. In other words, the very able and highly competent pastor with 20 years of experience will receive a cash salary of approximately \$10,000 higher than the very competent but inexperienced young seminary graduate. For the pastor of average competence, experience is turning out to be worth, in fact, about \$200 per year, and in some cases only \$100 or less a year.

(1977 Parish Paper)

## Chapter 8 Clergy Couples

The 1976 legislation intended to add flexibility for ministry by clergy couples in the United Methodist Church was ruled unconstitutional by the Judicial Council October 29, 1977. The Council called two paragraphs of The Book of Discipline "discriminatory on the basis of marital status" as well as "irreconcilable, inconsistent and in conflict" with other regulations.

The invalidated paragraphs allowed clergy-clergy couples to waive rights to minimum salary in order to share ministerial service. Many clergy couples are already serving in appointments under the provisions adopted in April 1976. The waiving of minimum salary by clergy couples has a plus for the couples and for the church. Couples share parenting, continuing education or additional training in ministerial skills while serving part-time with appropriate salary and pension benefits. The church reaps an economic benefit because they have two pastors, with upkeep for only one parsonage and pay less than two full time salaries. Few if any of the clergy-clergy couples adhere to the one-half or three-fourths time of the appointment. Instead both of them tend to work extra hours and both are "on call" to the congregation and the community.

Cabinets and clergy couples have been very creative and open to alternatives since the Judicial Council decision. Many bishops have interpreted the phrase "necessary adjustments must be made as soon as practically possible" to mean 1980. The Division of Ordained Ministry has prepared a listing of appointment possibilities for church or churches. This list may be secured by writing the Division of Ordained Ministry, P. O. Box 871, Nashville, TN 37202.



The Council decision states that the church "cannot discriminate either in favor of, or against, some ministerial members" because of their marital status or kind of appointment. It noted some situations in which the resultant discrimination might be to the disadvantage of the clergy couples. In some cases conferences "would seem to have the power to call part-time full-time for persons who signed waivers but not for others.

Since the Discipline has no definition for full-time service this decision still leaves much ambiguity. Many so-called full-time ministers serve with salary on city councils, school boards, teaching at Jr. colleges, selling insurance, service as tour guides, writing books and articles, or going on the lecture circuit. All of these activities, no matter how worth while, bring in additional income for the pastor and keep him/her, technically, from being in full-time ministry. We need to make a distinction between what is the denotation of full-time ministry and the connotation of full-time ministry.

Flexibility in ministry is vital. With more and more clergy women, clergy couples, second career persons and dual career marriages in the United Methodist Church, we must find ways in which a relevant practice of ministry is possible in each situation. We can no longer equate full-time service with minimum salary. If this were carried to extreme, then the person who gets twice minimum salary would have to work a double appointment.

Radical as it seems we may have to think about an itinerant and a non-itinerant ministry. Under such a reformation there would be two tracks - itinerant and non-itinerant. You could choose either, with the option of changing back and forth from one track to the other. Obviously in the non-itinerant track something would have to be taken away for equality. The most obvious would be guaranteed annual appointment, pension credit and hospital-

ization. In return he/she could choose to serve less than full time, only in one locale or in an appointment beyond the local church. By giving adequate notice one could move back into the itinerant track and become a part of the itineracy. For all practical purposes, this is the way it now is for most ministers appointed beyond the local church.

For clergy couples this could mean they could start their ministry as itinerants, change to non-itinerants serving less than full time for parenting, continuing education, family responsibilities, etc., changing back to the itinerant track as the children enter school or responsibilities change. The "moving up in the system" would have to be worked out, but it would certainly give more choices for couples, as well as dual career marriages, and clergy women. Such advantages would be worth studying in great detail.

The Judicial Council recognized that General Conference "looked favorably upon the increased number of clergy couples." It also expressed belief that there was a "need for flexibility in the appointive system." They concluded with the hope that General Conference will "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" in denominational structure. That is my hope and my prayer since I believe clergy couples are a viable form of ministry. In order for this to happen we will need to work at new definitions of familiar phrases. We must be open for fresh winds to blow new life into bureaucratic structures, and for the hide-bound "we have always done it this way" persons to experience positively new life from new practices of ministry. For the sharing of the "Good News" always takes precedence to maintaining the status quo.

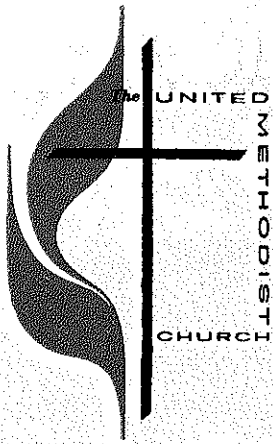
In even 5-7 years time I hope clergy couple ministry will be a norm, not an exception, and we in the church can then "stew" about something else. When industry can be innovative and creative, then surely the church, with the help of the Holy Spirit, can be even more creative, innovative and even outrageous in developing new ways for ministry by clergy couples, and all others who do not fit the old norms.

## PROPOSED GUIDELINES FOR A CONFERENCE EQUITABLE SALARIES PROGRAM

1. What is the philosophy of Equitable Salaries on which you will work?
  - a. Is it approached from dollars and cents or from people serving?
  - b. Is it salary support as floor, with fairness, or does it deal only with minimum?
2. What is the scope of responsibility for your Commission?
  - a. Are persons or charges to be supported supplied under Conference Board of the Ministry relationship?
  - b. Are there responsibilities for student pastors, or others who are non-members of the Annual Conference?
3. How will your Commission relate to and assist local church Pastor-Parish Relations Committees to develop a fair salary and support for the pastor or pastors?
4. What are guidelines to be developed to support special ministries such as larger parish plans, development of new churches, ethnic minority ministries beyond local church, etc.
  - a. What will be the manner and amount of support?
  - b. What will be procedures for determining amounts and sources of funds and appropriation of these funds?
5. What determines eligibility for Equitable Salary support through the Commission?
  - a. Is the pastor required to live on the Charge?
  - b. What are minimum membership requirements for a Charge?
  - c. What is the amount of salary support to be supplied by the local church?
  - d. From what source does application come for review by the Commission?

- e. How fully does the Commission know all sources of support for the pastor on the Charge? How much control is exercised by the Commission on all salary support items for each pastor and/or Charge?
  - f. What requirements are levied by the Commission and Annual Conference upon the Charge to improve its salary and other support to prevent a poverty mind, and to insure that local church can and will recognize and respond to its responsibility?
6. How are amounts of basic salary support (floor) arrived at?
- a. By Conference relationship (lay, student, associate, probationary, and full-time).
  - b. By family members?
  - c. How are increments developed?
  - d. To include salary only, or other items? (Utilities, travel, insurance).
  - e. Percentage of average salary for Annual Conference? Other?
7. How are support funds or checks to be issued to pastors and charges supported?
- a. Sent directly to pastor?
  - b. Sent to local church Treasurer for inclusion in local church salary check?
  - c. Sent to District Superintendent for distribution as a system of checks and balances?
8. How are funds for Equitable Salary to be generated?
- a. By consultation with and application to Conference Council on Finance and Administration?
  - b. By fixed percentage of salaries of the Annual Conference?
9. Who is your Treasurer? Is this specified? Who may voucher on Equitable Salary Funds? What is procedure?

10. What effort is feasible and acceptable to combine local churches into a circuit or other combination to enable best use of both ministerial skill, commitment, and time and funds available for good stewardship?
11. How are the members of your Equitable Salaries Commission nominated and elected? What in-put does your Commission have in order to get qualified, concerned, capable personnel? Who are ex-officio representatives from Council on Professional Ministries? Cabinet?
12. What are "fringe benefits" you make available beyond the salary?
  - a. Travel Assistance?
  - b. Conference insurance?
  - c. Moving (from appointment to appointment) assistance?
  - d. What else?
13. How well-informed is your Commission on how Commissions in other Annual Conferences are functioning?
14. How is the vocabulary and terminology of your Commission interpreted in comparison with other Annual Conferences for general understanding?
15. How are you providing for members of your Commission to relate to and gain training through the workshops and consultations of the National Consultation on Equitable Salaries? How are you supporting the National Consultation?



# CHINO UNITED METHODIST CHURCH

12909 SIXTH STREET  
CHINO, CALIFORNIA 91710

MICHAEL HIGGS, PASTOR

CHURCH: (714) 628-1107  
PARSONAGE: (714) 628-7120

September 28, 1978

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

Dear Mr. Womack,

Enclosed is the information you have requested. I have sent a complete copy of the 1979 salary schedule for our conference, since it is more complex than some. I look forward to seeing the results of your survey.

I trust the delay has not caused too much inconvenience. The material was forwarded to me by Dr. Ed Reeves, Executive Secretary of our Board of Pensions, upon return from his vacation. I opened the letter a week later, upon my return from vacation!

Grace and Peace

Michael Higgs,  
Chairman, Commission on  
Equitable Salaries  
Pacific and Southwest Annual  
Conference

MH/jp

# FIRST UNITED METHODIST CHURCH



CYRIL STONE  
PASTOR

JEFFERSON AT MAIN  
PARSONAGE

— P. O. BOX 745 —  
1007 JUNE PLACE  
LOVINGTON, NEW MEXICO 88260

PHONE 505 396-3687  
505 396-4305

October 2, 1978

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

Dear Jim,

Thank you for your continued good leadership for the Steering Committee, and even more for the joy of your friendship.

I wanted you to know I have written to Duane Bruce at the South Central Jurisdiction Office and asked that he provide you with information on the Oklahoma City Center for Christian Renewal. You should receive this soon.

Let me also share a concern. I hope that in the final plans for the Consultation each member of the Steering Committee will be given ample opportunity for leadership roles. Rather than allowing some one or two persons to exploit this for a "political" future it would be of value to have ample opportunity for each of the ten persons involved to be given a reasonable share of leadership. Thank you for letting me share this with you.

Sincerely,

*Cyril*  
Cyril Stone

CS/1a



BOARD OF HIGHER EDUCATION AND MINISTRY  
THE UNITED METHODIST CHURCH



DIVISION OF HIGHER EDUCATION

Assistant General Secretary for Campus Ministry  
Dr. Joe L. Gipson

Director  
Dr. Eugene A. Ransom

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

October 2, 1978

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

Dear Jim:

Enclosed is a copy of the names and addresses of the members of the Study Commission on the Itineracy. The Chairman, Dr. Treese, is a member of the Division of Ordained Ministry of the Board of Higher Education and Ministry.

They have had one meeting and I believe have one planned for December and another in March 1979. By that time they should have some data that would be helpful to your group.

I also contacted Richard Peck, editor of Newscope, to report on the San Francisco meeting so the Consultation could get some national coverage. I asked him to call you for further information.

I enjoyed meeting with you and will report to you on the results of the election of a new Associate General Secretary for the Division of Ordained Ministry.

Most sincerely,

Eugene A. Ransom

EAR:sw1

Enclosure

*Telephoned Gene on 10/25/78*

STUDY COMMISSION ON THE ITINERACY

MEMBERSHIP LIST

Dr. Donald H. Treese, Chairperson  
112 Mooreland Avenue  
Carlisle, PA 17013

Bishop Monk Bryan  
2641 North 49th Street  
Lincoln, NE 68504

The Rev. Ted Coiescott  
510 West Thorpe  
Ada, MN 56510

Mrs. Patricia Evans Coots  
3601 Cazador Street  
Los Angeles, CA 90065

The Rev. Judith Craig  
Pleasant Hills UMC  
132000 East Bagley Road  
Middleburg Heights, OH 44130

The Rev. Dan Garcia  
P. O. Box 12584  
El Paso, TX 79912

The Rev. Harold H. Hughes, Jr.  
823 Church Street  
Box 380  
Lynchburg, VA 24505

The Rev. Robert W. Huie  
601 West Braker Lane  
Austin, TX 78767

The Rev. Nelia Kimbrough  
429 Adams Street  
Evansville, IN 47713

The Rev. Michael M. Morizono  
566 North 5th Street  
San Jose, CA 95112

Bishop Roy C. Nichols  
223 Fourth Avenue  
Pittsburgh, PA 15222

The Rev. Homer Noley  
Box 151  
Baldwin City, KS 66006

Mr. Orville Nothdurft  
3515 Capitol Drive  
Peoria, IL 61614

Dr. Kenneth Reed  
Director, Chaplain Service  
Methodist Hospital  
448 West 79th Street  
Indianapolis, IN 46260

The Rev. Arnold Rhodes  
223 Fourth Avenue  
Pittsburgh, PA 15222

The Rev. F. Herbert Skeete  
2765 Edgehill Avenue  
Bronx, NY 10463

Dr. David Switzer  
Perkins School of Theology  
Southern Methodist University  
Dallas, TX 75275

Ms. Rose Thomason  
5636 Maxine Drive  
Jacksonville, FL 32211

The Rev. John L. Topolewski  
P. O. Box 7  
Mountaintop, PA 18707

Consultant:  
Dr. Dale Dunlap  
St. Paul School of Theology Methodist  
Truman Road at Van Brunt Boulevard  
Kansas City, MO 64127



4209 N.W. 23rd Street — Suite 114  
OKLAHOMA CITY, OKLAHOMA 73107  
Telephone (405) 943-1985

Dr. S. Duane Bruce  
Executive Director

October 6, 1978

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

Dear Jim:

I have just received a letter from Dr. Cyril Stone, Lovington, NM, requesting current prices at the Center for Christian Renewal here in Oklahoma City. The prices at the present time are \$15.00 per person per day in semi-private rooms, \$1.00 less in the dormitory. They have 30 semi-private rooms (60 persons) and 75 beds in the dormitory. The Center is located at 7501 Northwest Expressway, P. O. Box 32180, Oklahoma City 73132. The contact person is Ms. Darlene Roberts or Ms. Judy Determan, 405/721-5651.

A better facility in the Oklahoma City area is the Center for Continuing Education, University of Oklahoma, Norman, which is only about a twenty to thirty minute drive from the Oklahoma City air terminal. The rates for this facility are \$20.00 per day per person which includes room, board and classroom use. I would highly recommend this over the Center for Christian Renewal. They can take care of 250 persons in semi-private accommodations. The Center is located at 1700 Asp Ave., Norman, Oklahoma 73069. Mr. Lee Hayden is the contact person at 405/325-3602.

If we can help you in securing the necessary facilities for your meeting next year, please let us know.

Best wishes.

Sincerely yours,

S. Duane Bruce

SDB:mmd

October 18, 1978

The Reverend Frank R. Clemmons  
First United Methodist Church  
P.O. Box 266  
Beebe, Arkansas 72012

Dear Frank:

Please pardon the delay in responding to your letter of September 12th., but I have been on a trip for over a month, and have just returned home.

I am not sure that I can be of any help to you on your study of a Basic Salary Plan, but I will be glad to share what I know.

Following the adoption of P.P. 893 by the 1972 General Conference, approximately 18 to 20 annual conference commissions studied methods of developing a Basic Salary Plan. Several of them never were able to draft a plan that would meet the approval of the commission; six to eight of them presented plans to their respective conferences, and most of them failed to get approval there; the three or four that passed at the annual conference level failed to get ratification by the required 75% of the charges. Most of the plans that I saw seemed to point in the direction of a uniform salary (same salary for all pastors), or a graduated scale based on years of service. Both of these approaches planned to make the payment of salaries a responsibility of the annual conference, and planned to raise the money through apportionments to the charges. No one that I contacted seemed to know exactly how to interpret P.P. 893, and it was, I think, mercifully killed by the 1976 General Conference. So much for what I know about the Basic Salary Plan.

As you know, our Executive Committee does not meet very often, but, through correspondence mostly, we have been working on producing an "operating manual" for use in the annual conferences. In it we deal with salary setting, but from an entirely different approach. Our approach is to try to define "equitable salary", in an understandable manner, with some suggestions for "base salary criteria", i.e., cash salary, utilities, insurance, etc., and separating

benefits such as continuing education, etc. We definitely want travel to be a charge operating expense, and not included in gross salary.

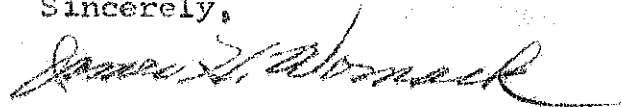
We probably will not complete the manual until some time next year, but I am going to enclose my working copy of the first draft which we used at our meeting in the hopes that it will have some information that would be helpful to you. You will note that it has been heavily scored for changes, and it will be drastically changed before printing.

Also, I am enclosing a copy of a manual that was prepared by the Detroit Conference in 1976; it may be of interest to you.

Frank, I am sorry that I do not have some real hard data on your study, but to the best of my knowledge there just isn't any around.

Looking forward to seeing you at our national meeting in the fall of 1979 (probably September, and probably Dallas) I am,

Sincerely,



James H. Womack

Encl.

# First United Methodist Church

CHURCH OFFICE 882-3384

FRANK CLEMMONS, PASTOR

PARSONAGE 882-5528

Beebe, Arkansas

72012

September 12, 1978

Mr. James H. Womack  
2113 Ferncliff Road  
Charlotte, North Carolina 28211

Dear James:

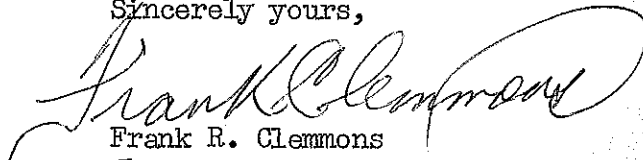
The Council on Professional Ministries of the North Arkansas Annual Conference has been given the responsibility of making a study of a Basic Salary Plan for our conference.

As a member of that Council, I have been asked to help assemble information and studies that have been formulated on this matter. I am, of course, aware that P.P. 893 of the 1972 Book of Discipline was dropped by the 1976 General Conference.

Would you please pass on to me whatever information, current or otherwise, as to what is being done in the various annual conferences, or can you suggest where I should write to secure such data.

Thank you.

Sincerely yours,



Frank R. Clemmons  
Chairman

Commission on Equitable Salaries

FRC/lr

November 1, 1978

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

Dear Ralph:

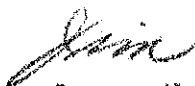
Please pardon my delay in writing this letter to you, but there were reasons. Em and I reached Charlotte on October 13th. (from our trip to San Francisco), but we realized that the fall tides were changing on the east coast, and the leaves were changing colors, so we took off immediately to help with that, and we have just now really gotten back to reality.

Ralph, your handling of the arrangements for our meeting, and for the personal accommodations was superb, and the whole group is deeply indebted to you. I talked to several of the group on Friday morning before I left S.F., and all of them were high in their praises of your efforts. Everyone enjoyed their visit with you, and were glad for the opportunity of meeting your Shirley. I am so glad that she could join us on Wednesday for dinner.

I will soon be issuing a letter to all of the committee members, and I will bring you up to date on "what is happening" at that time.

Em joins me in sending this much deserved letter of deep appreciation. With best wishes from both of us to you and Shirley, I am,

Most sincerely,



James H. Womack

December 8, 1978

The Reverend Jerry D. Canada  
Hendricks Hills United Methodist Church  
Station A. Box 3063  
Fort Smith, Arkansas 72901

Dear Mr. Canada:

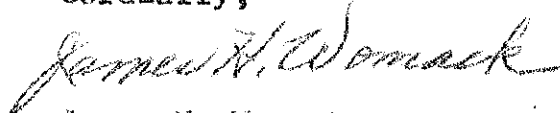
Insofar as I know, none of our annual conferences has adopted a salary schedule for ministers beyond a minimum level. Some of them allow for additional amounts based on years of service, but these are still considered minimum levels only.

Following the passage of the Basic Salary Plan provision by the General Conference (Par. 893, The Discipline, 1972 Edition), several conferences undertook studies, but none of the studies were ever approved for use; most of the studies were disapproved for passage at, or before, annual conference consideration. (We studied this over a two year period here in Western North Carolina, but the study committee could never reach agreement on a plan to recommend to annual conference.)

I am sorry that I am unable to furnish the information requested, but I really feel that no workable plans have been produced up to this point.

If your study produces a plan which has promise, please share the results with us.

Cordially,



James H. Womack



# Hendricks Hills United Methodist Church

2203 HENDRICKS BOULEVARD  
STATION A. BOX 3063  
FORT SMITH, ARKANSAS 72901

JERRY D. CANADA  
PASTOR

CHURCH OFFICE-783-2443  
PARSONAGE-646-2280

November 30, 1978

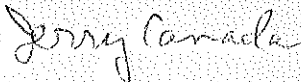
Mr. James H. Womack  
National Consultation on Equitable Salaries  
The United Methodist Church  
2143 Ferncliff Road  
Charlotte, NC 28211

Dear Mr. Womack,

Our annual conference is considering the possibility of developing a salary schedule for ministers. I would like to know if you are aware of any annual conferences which have already developed such a schedule or undertaken to study such a possibility.

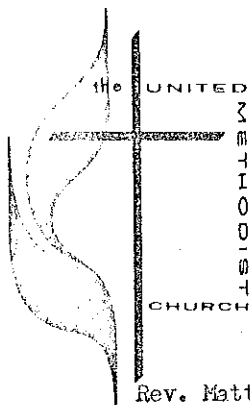
I will deeply appreciate any information that you can provide with regard to this concern. Thank you.

Sincerely,



Jerry D. Canada, Vice Chairperson  
Conference Council on Ministries  
North Arkansas Conference

JDC/jjg



# Baltimore Annual Conference

## COMMISSION ON EQUITABLE SALARIES

10102 Reed Lane  
Ellicott City, Md. 21043  
December 8, 1978

Rev. Matthew H. Gates  
Dr. D. Keith Clarke

Subject: Proposed Agenda Items For 1979 National Consultation On Equitable Salaries

By now some thought has certainly been given to the agenda for the proposed 1979 meeting of the National Consultation on Equitable Salaries. Those of us in the Baltimore Conference who have been active and/or interested in the work of its Commission on Equitable Salaries, the National Consultation, and the Jurisdictional Workshops would like to suggest a number of items for inclusion in the 1979 meeting agenda.

You will note that these items are not new. Each of them has been discussed or mentioned at our recent Jurisdictional Workshop (possibly also in the first one) and/or the National Consultation meetings. Our proposals for the Consultation agenda are the following:

1. Proposed 1980 Equitable Salary Legislation: The preparation of a complete and agreed upon Equitable Salary paragraph for submission to the 1980 General Conference is a must. We failed in this area in 1976. We did very badly. There should probably also be a draft of a petition accompanying the language. Such a petition ought to be broad enough so that by filling in a few blanks it could be used by any person, Commission, Conference or any person or organization eligible to submit petitions. On this front, our Jurisdiction Workshop has a contribution it can make to the National Consultation discussions in the form of draft and proposed legislation.
2. Enlargement of Sub-Paragraph 936-10: This item is related to item 1 above and is the result of additional reflection--post-Jurisdictional Workshop. The sub-paragraph ought also to delineate a leadership, information supplying, advisory, etc. role (as contra-distinguished from salary scales, schedules or ranges) vis-a-vis individual charges as they approach their annual ministerial salary-setting task.
3. Discussion of Philosophic Framework Within Which Role in Item 2 Above Is Carried Out: I have become aware of two efforts in this area. The Holston Conference approach is that of a salary level commensurate with professional salary levels. The other approach is that of Sedrel, a management consultant who is also active in the Presbyterian Church. His approach was referred to at our meeting at Marcy, New York by the clergyman representative from the Binghamton area. It consists of the "median salary" level of the people in the community the clergyman is serving. I've been in contact with Sedrel in order to get some of his materials. It might be worthwhile for the Consultation to invite him to come to our next meeting and to outline the substance and workings of his proposal.

Wernack

4. Statistical Reporting of Ministerial Compensation: This problem was discussed at both the 1975 Consultation and at the 1976 and 1978 Jurisdictional Workshops. The Church's statistical reporting system should be revised to produce regularly, comprehensively and accurately ministerial salary data comparable with salary data in civilian and public life. This would necessarily include, in addition to cash payments, the cash value of perquisites and tax savings on these perquisites. This problem must be approached on a national basis if anything is to be accomplished at all. Perhaps somebody from Evanston who deals with the national reporting system in an official capacity should be invited to the National Consultation meeting.

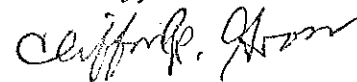
I'm attaching personal correspondence on this subject addressed to Mr. Womack of the Consultation (dated 11/1/77) and to Mr. Morwood (dated 12/13, 77) of the General Council on Finance and Administration. His reply of 1/17/78 is also enclosed.

5. Address Conflict of Interest of Clergy on Matters of Salary, Compensation, Benefits, etc. Dealt With at Annual and General Conferences: Sooner or later the Methodist Church must face a reality of its administrative and legislative life--the built-in ministerial ethical conflict of interest (serving two masters) in the annual and general conference voting structures of the United Methodist Church on all matters of salary, compensation, benefits, etc.
6. Ascertain Objectives and Sources of Numerous 1976 Petitions in Equitable Salary Area: There were numerous equitable salary petitions from non-equitable salary sources submitted at the 1976 General Conference. They were heavily concentrated in the Southeast sector of the country and also from the Ohio area. We ought to find out who the petitioners were, what they wanted and how the present or proposed language fails to meet their needs and interests. Perhaps they can be brought to support the language which will be developed pursuant to item 1.
7. Standardized Nomenclature: Some attention should be given to standardizing the nomenclature in the area of equitable salaries. You did some work in this area in preparation for the Jurisdictional Workshop at Marcy.

Under separate cover I'm sending you a dozen copies of this letter for distribution to the other members of the Consultation Steering or Executive Committee. Should you have any questions about these materials, do not hesitate to contact me. I can be reached at 301-594-3778 during regular working hours and at 301-465-5113 evenings or weekends.

Enc. (2)  
cc: Henderson  
Womack  
Tingle

Sincerely,



Clifford R. Gross, Chairperson  
Commission on Equitable Salaries  
Baltimore Annual Conference

# 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 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.

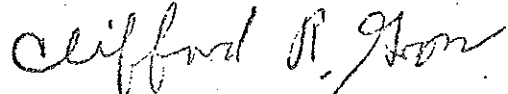
The inherent difficulty of summarizing information related to ministerial compensation calls to mind the consensus reached near the end of the Consultation at Kansas City. It was agreed that the financial reporting of the Church be modified to provide comprehensive information about ministerial compensation (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,



Clifford R. Gross

GENERAL COUNCIL ON FINANCE AND ADMINISTRATION

LEWIS T. WAYLAND, General Secretary and Treasurer

200 DAVIS ST., EVANSTON, ILL. 60201 TEL. (312) 869-3345

January 17, 1978

Dr. Clifford R. Gross  
Commission on Minimum Salaries  
Baltimore Annual Conference  
10102 Reed Lane  
Ellicott City, Maryland 21043

Dear Friend:

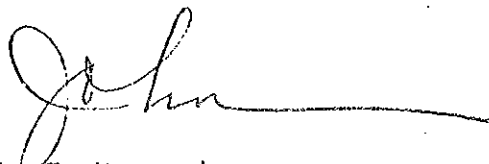
Thank you so very much for your letter of December 13, 1977 concerning the Equitable Salary information mailed a few months ago. I am in complete agreement with you and should we gather this data again we will keep in mind the suggestions that you have made.

I am overwhelmed by the concern and by the important questions and suggestions that you have made in your letter. Please know that it is our office's intention to try to be of service wherever we can in disseminating the information we receive here in our office.

We look forward to possibly being in attendance at your next national meeting. Please keep in contact with us on future developments.

I have just returned from my vacation and now the flu bug has hit around our area that is the primary reason for the lateness of this response, I hope that you will understand.

Sincerely yours,



John F. Norwood  
Associate General Secretary  
Div. of Administrative Services

JFN:ij

cc: Mr. Robert Thornburg



# 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 relate 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).

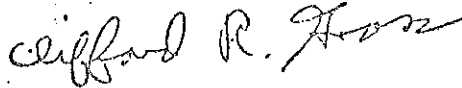
Because of (1) employment with the Social Security Administration and (2) some familiarity with its program, I have some concern with conference or church practices which may be implicit in entries such as those on page 4 of your tabulation for North Georgia or North Indiana. Within the framework of 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.

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