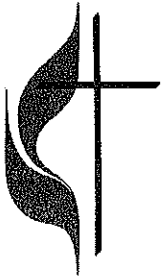


1335-3-8:07 Correspondence 1979  
(2003-022) EQUITABLE SALARIES



## THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

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

### THE STEERING COMMITTEE

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

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

#### Ex-Officio

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

Reply to: Kenneth M. Lambert

January 19, 1979

Dear Everybody,

Surely you are wondering what progress has been made on the National Consultation scheduled for the fall of 1979. Some basic decisions have been made and enactment of them has been accomplished. Let me share these simply as a matter of updating your knowledge.

Overtures were made to Perkins School of Theology for the meeting to be held on that campus. We have in writing an invitation from Dean Joseph Quillian to meet at Perkins September 25-26-27, 1979, which we have accepted. Therefore the basic date and place have been set: Dallas, September 25-27, 1979. Discussions are still underway with Highland Park Church for some of our activities to be held in their facilities, which are immediately adjacent to Perkins. There is no problem here, only the details have to be completed. An overture has been made to the Park Cities Inn for accommodations. About 40 rooms can be secured there, each equipped with two double beds. We will take all of the rooms they will give us since it is located immediately across from SMU. Other motels nearby will be approached about group rates for the balance of our housing.

This week I have been in conversation with Ned Dewire, General Secretary of the General Council on Ministries. He has accepted our invitation to make a major presentation, probably Thursday morning, relative to the future of our church and our attention to the support of ministry in that future.

Bishop Jesse DeWitt will be leaving this week for the South Pacific for an extended Episcopal visitation. Today we talked by phone and he has accepted our invitation for a major opening address setting the philosophy in which we work before the assemblage.

The planning committee has not met since San Francisco due to the fact that the new secretary of the Division of the Ordained Ministry has not yet been named. We anticipate requesting a meeting with him, probably in Nashville, as soon as it can be both possible and helpful. We hope to await that development before convening the committee.

If you have further early input into this process, please send me your thoughts soon. I will be in Dallas in the next few weeks to perfect some of these plans. I will keep you informed as other details are developed.

Yours sincerely,

Kenneth M. Lambert — An Organization for Commission on Equitable Salaries Personnel —

February 10, 1979

The Reverend William D. Meddock  
Gethsemane United Methodist Church  
2125 Virginia Avenue  
Muncie, Indiana 47303

Dear Mr. Meddock:

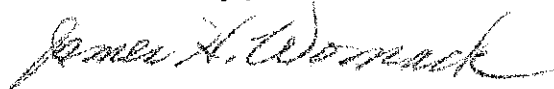
The national meeting of the National Consultation On Equitable Salaries will be held on September 25-27, 1979. It will be on the campus of Perkins School Of Theology, Southern Methodist University, Dallas, Texas.

As you know, we had originally scheduled it for early 1979, but decided to postpone it until a little nearer the date for the General Conference.

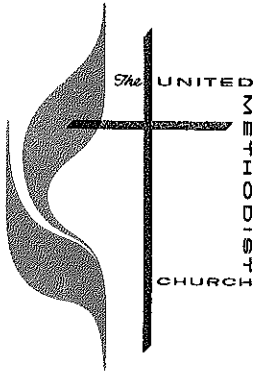
The planning committee will be meeting within a few weeks to work out the details, and you will be sent a mailing with all details at a later date.

I appreciate your interest in this meeting, and will look forward to seeing you in Dallas in September.

Sincerely,



James H. Womack



# Gethsemane United Methodist Church

McGalliard at Virginia Avenue, Muncie, Indiana 47303  
Telephone 284-6877

Ministers  
William D. Meddock, Ronald F. VerLee

February 7, 1979

*National Consultation on Equitable Salaries*  
2143 Ferncliff Road  
Charlotte, North Carolina 28211

Dear Sirs:

*Will you kindly send me information about the place and date of the 1979 Consultation on Equitable Salaries?*

Gratefully,

*Wm. Meddock*

Rev. William D. Meddock  
Gethsemane United Methodist Church  
2125 Virginia Avenue  
Muncie, IN 47303

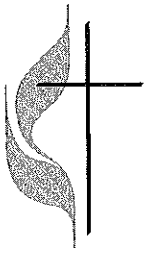
WDM: few

# 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 23, 1979



## 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

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

Dear Matty:

Your memory is absolutely correct about your being involved with the planning for the meeting of the National Consultation on September 25-27, 1979. By this time you should have received a letter from Kenneth Lambert in regards to the meeting of the Planning Committee in Nashville, Tennessee on March 20-22nd.

Also, you should have received a copy of the letter from Kenneth that went to all conference chairpersons telling them about the September national meeting. If you have not received both of these mailings, please let me know at once; I will then see that you do.

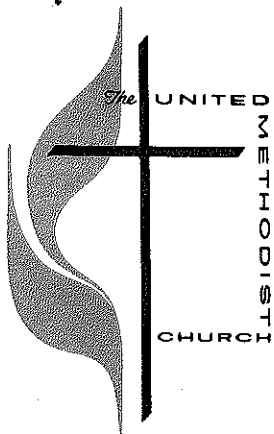
On my way back home from San Francisco last Fall I stopped by to see Kenneth, and he agreed to work out the meeting arrangements in Dallas, but there was some delay in his being able to get the commitments in a formal agreement, hence the delay in being able to get a notice to the members at large.

In view of the problems created for us by the departure of Bob Thornburg from the Nashville Board, I felt that we needed to see Dr. Thomas Trotter in person in an effort to rebuild our fences - particularly financing. I thought it advisable for the Planning Committee to be in on this, so I have an appointment for us to see him from 1-3:00 P.M. on the afternoon of the 21st. I am delighted that the dates which you mentioned will make it convenient for you.

I look forward to seeing you in Nashville on the 20th.

Cordially,

James H. Womack



## New York Conference Council on Ministries

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

February 20, 1979

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

Dear Jim:

This letter is sparked by a couple of telephone calls I have had from conferences here in the Northeast raising questions about the National Consultation dates. From a reading of Kenneth Lambert's memo on January 19, I note that the dates of September 25-27 are fixed; however, it is apparent that this word has not yet gone out to the conferences, and if we expect them to participate, we had better get this information to them.

I believe when we left San Francisco that I was to work along with you and Kenneth in finalizing the plans for that meeting. However, my mind is vague about this, and we have not yet had any minutes from that meeting.

So my concern is twofold: 1) That we send out the word as quickly as possible that there is to be a Consultation in September and 2) If I am to be involved in meeting with you and Ken this spring, I need to get some date fixed on my calendar, as it is rapidly filling.

If such a meeting is to take place, let me suggest the week of March 19 as a good one from my point of view or the following week, with the exception of March 27.

If I am out of line and am not to be on the committee, forget this letter except as it pertains to the dates of the other conferences. Hope things are going well with you.

Sincerely,

Matthew H. Gates  
Council Director

MHG:er

BOARD OF HIGHER EDUCATION AND MINISTRY  
THE UNITED METHODIST CHURCH



DIVISION OF ORDAINED MINISTRY

Associate General Secretary  
Donald H. Treese

Director  
Doris Moreland Jones

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

March 9, 1979

The Reverend Jack W. Franklin  
First United Methodist Church  
212 West Benton Avenue  
Devine, Texas 78016

Dear Mr. Franklin:

Thank you for your letter dated February 22, 1979. I am forwarding a copy of your letter to Mr. James H. Womack who is the chairperson of the National Consultation on Equitable Salaries in the hope that he may be able to assist you in securing the information you request.

For your information his address is: 2143 Ferncliff Road, Charlotte, North Carolina 28211.

Sincerely,

Cara B. Chipkevich  
Administrative Assistant

/cc

cc: ✓ Mr. James H. Womack

*4/3/79: Telephoned: Talked to Mrs. Franklin, and told her (see notes on book).*



First United Methodist Church

212 W. Benton Ave.  
DEVINE, TEXAS 78016

512 -  
Church 663-4624  
Parsonage 663-2154

February 22, 1979

Board of Higher Education & Ministry  
Ordained Ministry Division  
1001 19th Ave. S., Box 871  
Nashville, Tennessee 37202

Dear Friends:

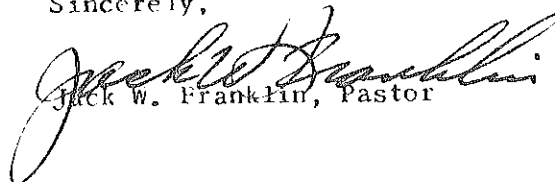
The purpose of this letter is to secure information to assist me as a member of the Board of Equitable Salaries and Moving Expense of the Southwest Texas Conference.

Can you provide me with data from any study recently made on the optimum number of members in any given charge to constitute a creditable workload for an effective pastor in an annual conference?

Please advise me of the cost of copy work or of any materials you choose to send.

Thank you for your assistance in this matter.

Sincerely,



Jack W. Franklin, Pastor

JWF:bp

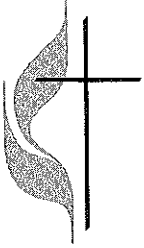
"...and sometimes they have a kind of smile on their faces like they know something special....."



# 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



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Bishop Jesse R. DeWitt  
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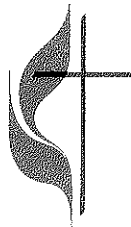
This will refer to your letter of Feb 22, 1984  
referred to the Board of Higher Ed. & Ministry,  
a copy of which was sent me by Mr. Case  
disposition on March

1. No study available that I know of
2. 300-400 used as rule of thumb; 400  
by W.M.C. - varies by conditions:  
a. No. of churches  
size of geographical area
3. Bob Wilson; Drexel Research Center  
No.
4. Jay; Life Shelter

Dr. Maura L. Judy - S.M.A. - Perkins

1-512-663-4624

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

June 6, 1979

The Rev. James H. Womack  
2143 Ferncliff Road  
Charlotte, NC 28211

Dear Mr. Womack:

I very much appreciate your calling to my attention the omission of the correct data for the Western North Carolina Conference on our summary of equitable salary scales. Somewhere in the process of collecting and duplicating the information, the Western Pennsylvania data had been entered alongside Western North Carolina's name, and Western Pennsylvania had been skipped in the listing of conferences. I am enclosing a corrected copy for your file. The correction was made before copies were duplicated for the Conference Equitable Salaries Chairpersons. In addition, corrected copies were sent to the officers of the two conferences involved.

In preparing for the mailing, I noted that the name of Dr. Thomas Shipp was still on the list. Dr. Shipp died in July, 1977. Also, the copy sent to Mr. Mark Kroehler (Eastern Pennsylvania) was returned with the envelope marked "Moved-Left No Address." If there are any other returns, I will let you know.

Since the information is easily accessible in our office, I had the addresses of clergy on your list checked against our files and found a few new addresses. I am sending them to you on an enclosed sheet.

Best wishes to you.

Sincerely,

John L. Schreiber  
Assistant General Secretary

Encl.

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

The tabulation which follows presents an overview of the equitable salary plans in effect in the annual conferences of The United Methodist Church during 1979. These were the plans approved at the 1978 annual conference sessions and, unless otherwise specified, the information has been taken from reports printed in the 1978 annual conference journals. The page numbers shown along with the annual conference names refer to the pages in the conference's 1978 Journal from which the information was taken.

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

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

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

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

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

Corrections, comments, and inquiries should be directed to:

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

April 1979

Annual Conference	Equitable Salary Schedule		Parsonage Utilities	Travel Expense	Other Factors/Notes
	Base Amounts	Additions	Additional Included	Additional Included	
Alabama-West Florida pp. 164, 238-40	FC, PN \$10,000 AM 8,800 FLP 8,200		Not Specified in report	Not Specified in report	Newly adopted program will eliminate the need for salary supplements within a five year period beginning January 1979.
Alaska Missionary	Full-time \$11,200		Not Specified in report	Not Specified in report	
Baltimore pp. 255-57	Full-time \$ 8,800 Student Pastor 6,500	\$300 for each completed 5-year period through 5 periods	X	\$1,700	Continuing education: \$300 recommended for all charges. Wherever possible, local charges encouraged to assist with social security taxes, medical insurance for dependents, voluntary pension contributions.
California- Nevada pp. 298-99; see also pp. 154-55			X \$600 max.	X \$1,500 max. based on current mileage or estimate	Percent of Genl. Bd. of Pensions' avg. salary less allowance for housing: 1-5 yrs. full-time service 75%; 6-15 yrs., 76%-85%. Other benefits: death benefit premiums, continuing education - maximum \$250. Average less housing: \$10,796.

Annual Conference	Equitable Salary Schedule		Parsonage Utilities	Travel Expense	Other Factors/Notes
	Base Amounts		Additional Included	Additional Included	
Central Illinois pp. 1531-32	FC, AM, PM FLP	\$10,200 9,200	Basic parsonage phone expense	Not specified in report	X on basis of actual miles 15¢/mi. for first 15,000 mi., 12¢/mi. thereafter. Reported to conference office as separate item. Optional applications: 1. actual purchase or lease of auto for pastor 2. compensation as outlined above 3. one payment for salary and travel reporting miles to IRS.
Central New York pp. 26-27 of Policies and Procedures Manual; see also Journal p. 192	FC PM (sem. grad.) AM PM (other) FLP (course of study grad.) FLP (other)	\$11,182 10,682 10,682 10,282 10,182 9,682		X	X @ 12¢ mi.  FC amount set at 87% of avg. cash salary rounded to nearest \$50.
Central Pennsylvania p. 149	FC, PM (In-Serv.) PM (full-time) AM FLP (ordained) FLP (unordained but licensed)	\$ 9,500 9,000 8,900 8,500 8,000	\$200 for each 3 yrs. of service max. 24 yrs. \$200 for each 3 yrs of service max. 8 years. \$200 for each 3 yrs. of service max. 24 yrs. \$200 for each 3 yrs. of service max. 24 yrs. \$200 for each 3 yrs. of service max. 24 yrs.	X	X options: (1) lump sum reimbursement, minimum \$1200 annually, (2) actual mileage  Parsonage furnished by the charge. Continuing education provided at minimum of \$100 cumulative under current appointment.

Annual Conference	Equitable Salary Schedule		Parsonage Utilities	Travel Expense	Other Factors/Notes	
	Base Amounts		Additions	Additional Included		
Central Texas pp. 221-22	FC \$9,000 AM 7,600 FLP 7,000 PM 7,600-5,500			X	X	
Detroit p. 1308	FC, PM (2nd yr.) \$10,270 PM (1st yr.) 9,770 FLP 9,270		X	X \$1,800 min.	Blue Cross-Blue Shield (full family coverage)	
East Ohio pp. 241-43	FC, AM, PM (sem. grad.) \$ 8,900 FLP (course of study grad.) 8,300 FLP (others) 7,700		X	X @ 10¢/mi. or \$1,000 minimum	Parsonage, Conference, book allowance	
Eastern Pennsylvania pp. 527-31	FC \$8,850 PM 8,630 AM 8,410 FLP 7,660	\$200 after 5 yrs., \$40 per yr. thereafter \$200 after 5 yrs., \$40 per yr. thereafter \$200 after 5 yrs., \$40 per yr. thereafter	X	X @ 12¢/mile, \$1,200 minimum	Parsonage, pension optional, hospitalization/major med. insurance, continuing education (negotiable).	
Florida pp. 292-94	FC (with M. Div. or equivalent) \$9,350 PM (with M. Div. or equivalent) 9,150 FC (without M. Div. or equivalent) 8,850 AM 8,450 FLP 8,050	\$500 with 8 yrs. or more in full-time service, 4 of which have been in the Florida Conference	X	Not specified in report	Portion of group hospitalization not paid by conference to be paid by local church; other hardship cases considered.	
Holston p. 128-32	FC (M. Div.) \$9,800 PM (M. Div.) 9,400 FC (other) 9,300 PM 9,100 AM 8,950 LP 8,300	\$100 for each church beyond two on a charge		Not specified in report	X @ 15¢/mi. for first 10,000 mi. by actual mileage or budgeted amount.	

Annual Conference	Equitable Salary Schedule		Parsonage Utilities	Travel Expense	Other Factors/Notes
	Base Amounts	Additions	Additional Included	Additional Included	
Iowa pp. 403-4	FC, AM, FLP \$11,184	\$500 for a two-point charge \$1000 for three or more point charge	Not specified in report	Not specified in report	
Kansas East pp. 216-17	FC (5 yrs. or more) \$9,150 FC (1st 5 yrs.) 8,600		X	X	
Kansas West pp. 86-87	FC, AM (full-time) \$9,700		Not specified in report	X @ 15¢/mi.	
Kentucky p. 146	FC, PM \$9,000 AM 7,000 FLP 6,000	\$300 for second or satellite church \$200 for ea. additional church	X	X	
Little Rock pp. 96-97	FC \$8,000		X	X	
Louisiana pp. 154-56	FC (without dependents) \$5,600 FC (married) 6,400	\$1600 maximum grants on basis of \$400 per additional church and/or \$400 per dependent child.	X	X	
Louisville pp. 172-75	FC, PM \$9,200 AM 7,600 FLP 7,400		X	X	
Maine pp. 110-12	FC \$9,000 PM 8,000 AM 8,000 FLP 7,600		X	X in hardship situation	Equitable salary consideration shall apply separately to ea. situation when a minister serves two different charges in the same calendar years.
Memphis pp. 158-61	FC, PM (with M.Div.) \$10,000 AM 9,000 FLP 8,500	150 (annually) for two churches 250 " " three churches 350 " " four or more churches Applicable only if a charge has 150 members or more.	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	
Minnesota p. 225	FC, PM \$9,450	Annual increment of 2½% of base salary for each year of full-time service in the conference up to 10 years	X	X	Conference health and life insurance for minister and family, personal pension share paid by the charge.
Mississippi	FC \$9,200 PM 8,500 AM 7,800 FLP 7,200		X	Not specified in report	Annual conference expenses to be paid by local church. Moving expense for new pastor.
Missouri East p. 134	All full-time (min.) \$10,064		X	X	
Missouri West pp. 89-91	All full-time \$8,700		X	X	
Nebraska pp. 179-80	Ordained (sem.grad.) \$11,000 Ordained (4 yr.col.) 9,900 Ordained (2 yr.col.) 9,600 Ordained 9,400	\$100 per yr. of service, up to 10 years	X	X @ 15¢/mi.; Min. \$1500 yr.	Amounts include HMEP, personal pension contribution if paid by church.
New Hampshire p. 82	FC \$8,850 AM, PM 8,000 FLP 7,450	FC only - \$200 with 10-19 yrs. experience, \$400 with 20+ yrs.; AM only - \$100 with 10-19 yrs. experience, \$300 with 20+ yrs.	Not specified in report	X @ 13¢/mi.	
New Mexico pp. 151-54	FC, PM \$9,200 AM 8,700 FLP 8,500		X	X	Moving expenses. For two or more churches additional mileage provided at rate of \$1.25 per mile per month for one round trip by shortest route.



Annual Conference	Equitable Salary Schedule		Parsonage Utilities	Travel Expense	Other Factors/Notes																	
	Base Amounts	Additions	Additional Included	Additional Included																		
New York p. 935	FC, AM PM FLP	\$9,364 9,088 8,813	FC, AM only - \$551 with 6-10 yrs., \$1,101 with over 10 yrs; PM only - \$551 with 6-10 yrs; FLP only - \$551 with 6-10 yrs, \$1101 with over 10 yrs.	Not specified in report	X \$1,000. min.	Calculation base (without housing): \$11,016. Percent- ages used in calculating bases of each category: <table border="1"> <tr> <td>Years</td> <td>FLP</td> <td>PM</td> <td>FC,AM</td> </tr> <tr> <td>0-5</td> <td>80%</td> <td>82.5%</td> <td>85%</td> </tr> <tr> <td>6-10</td> <td>85%</td> <td>87.5%</td> <td>90%</td> </tr> <tr> <td>Over 10</td> <td>90%</td> <td></td> <td>95%</td> </tr> </table>	Years	FLP	PM	FC,AM	0-5	80%	82.5%	85%	6-10	85%	87.5%	90%	Over 10	90%		95%
Years	FLP	PM	FC,AM																			
0-5	80%	82.5%	85%																			
6-10	85%	87.5%	90%																			
Over 10	90%		95%																			
North Alabama pp. 272-78	FC, Sem. Grad. AM, PM FLP	\$10,000 7,850 7,400		X	X	\$300 less in each category if unmarried.																
North Arkansas p. 125	All resident full-time	\$8,200		Not specified in report	Not specified in report																	
North Carolina pp. 409-11	FC, AM FLP	\$8,000 7,400	FC, AM, FLP - \$400 if married or one or more dependent.	\$1,500	\$1,000 max.																	
North Dakota p. 109	FC FLP	\$10,000 9,500		X	X @ 15¢/mi. by voucher																	
North Georgia pp. 167-68	FC AM PM FLP	\$11,200 10,800 10,600 9,600		X	X																	
North Indiana p. 214	FC AM, PM FLP	\$8,240 8,015 7,670	All categories - \$200 for each de- pendent child under 18 yrs. of age, or children who are undergraduates in college; \$400 for each addition- al church in the charge.	X (Actual)	X	Travel, professional expenses, continuing education, etc. to be negotiated, paid by requi- sition.																

Annual Conference	Equitable Salary Schedule			Parsonage Utilities	Travel Expense	Other Factors/Notes
	Base Amounts		Additions	Additional Included	Additional Included	
North Mississippi "Business Report"	FC PM AM FLP	\$7,800-9,000 7,600-7,700 6,900-7,100 6,000-6,500	\$100 per church above three churches for travel, if money is available. Pastor's portion of conference hospitalization premium if claimant's support is not in excess of minimum salary scale and if salary supplement is received.	Not specified in report	Not specified in report	The charge is urged to pay 1/2 of hospitalization premium. One equitable salary scale applies to married and single ministers alike.
North Texas pp. 168-72	FC  FLP	\$10,463  7,847	FC only - annual increments for service after 5 years - range: \$300 to \$1,000. \$1,047 with 5 or more years.	Not specified in report	Not specified in report	If sufficient funds available at end of year up to \$50 per dependent.
Northern Illinois pp. 358-59	All full-time	\$9,860	1.25% per year increments up to 10 years.	X	X \$1,000	Salary includes hospital, insurance, life insurance, tax-sheltered annuities, household allowances.
Northern New Jersey pp. 187-93	FC PM AM FLP	\$10,000 9,500 8,700 8,300	FC only - \$225 per year increment up to maximum of ten years. All hospitalization.	X	X	
Northern New York pp. 739-80	All full-time	\$8,000	\$300 for each additional church.	X	Not specified in report	
Northwest Texas pp. 179-84	FC, PM AM FLP	\$8,500 7,200 7,000	\$100 per year per child up to 18 yrs. of age in the home or 21 yrs. of age if the child is in school, college, mental or physical institution. Balance of family insurance premiums if not paid by Insurance Fund.	X	X @ 12¢/mi. on 50 round trips annually	
Oklahoma pp. 132-33	FC FLP	\$6,900 6,300	FC and FLP - \$600 if married, \$500 for each additional church (up to two additional churches in a 3-point charge), \$150 for each child (total amount not to exceed \$450).	X	X	

Annual Conference	Equitable Salary Schedule		Parsonage Utilities	Travel Expense	Other Factors/Notes	
	Base Amounts		Additional Included	Additional Included		
			Additions			
Oklahoma Indian Missionary p. 65	FC AM PM (2 yrs. only)	\$7,000 6,600 6,000		Not specified in report	Not specified in report	
Oregon-Idaho p. 152	All full-time	\$9,960	\$250 increments for 4-9 yrs. of service; \$50 increments for 10 or more yrs. of service	X	X \$500 (plus additional amount, see *)	Additional travel supplement based on round-trip from base church to farthest church on circuit:  10-20 rd. trip miles - \$300 21-40 " " " - \$450 41-60 " " " - \$650 61-80 " " " - \$850 81+ " " " - \$1050
Pacific Northwest pp. 168-69	Full-time	\$11,441	Increments to 81% and 83% of average salary in second and third yr. of service	Not specified in report	Not specified in report	Base equals 80% of 1978 average salary of \$14,301.
Pacific and Southwest p. 313	Full-time	\$9,750	1% of the average cash salary for each year of service through 20 years. \$250-\$400 per dependent child based on child's school classification. \$300 for remote areas of Arizona and California; \$500 for Hawaii.	X \$600-\$800	X \$900	
Peninsula pp. 199-200	FC, AM FLP	\$10,200 8,000		Not specified in report	Not specified in report	
Puerto Rico "Business Report"	FC PM AM FLP	\$650* 550* 500* 450*		Not specified in report	Not specified in report	*Monthly amounts
Red Bird Missionary	NOT REPORTED					

Annual Conference	Equitable Salary Schedule		Parsonage Utilities	Travel Expense	Other Factors/Notes
	Base Amounts		Additions	Additional Included	
Rio Grande	Information not available				
Rocky Mountain pp. 208-10	All full-time	\$9,975		X	\$300 min. @ 10¢/mi.
South Carolina Correspondence	FC PM, AM FLP	\$11,130 10,070 9,015	\$600 for 15 years service	Not specified in report	Not specified in report
South Dakota p. 609	FC (one or more yrs.' experience) FC (sem. graduates first full year) AM FLP	\$10,900 10,700 10,700 10,600		Not specified in report	X @ IRS rate
South Georgia Vol. 1, p. 134	FC PM, AM FLP	\$9,800 8,600 8,000	\$200--10 or more yrs. service \$300--first dependent \$200--second dependent \$100--ea. additional dependent	Not specified in report	Not specified in report
South Indiana pp. 244-46	FC (sem. grad.) All other full-time	\$9,450 8,450	\$250 for each additional church on the charge. \$100 for each additional year after graduation from seminary, up to 4 years.	X	X
Southern Illinois pp. 144-45	FC, PM AM FLP	\$10,700 9,700 8,600		Not specified in report	Not specified in report
Southern New England pp. 39-41	FC, AM, PM FLP	\$8,940 7,822	\$150 for each five years \$200 for each dependent child	X	X @ \$1,341
Southern New Jersey pp. 124-25	FC, AM PM FLP	\$9,800 9,200 8,700		X	X \$600 min.

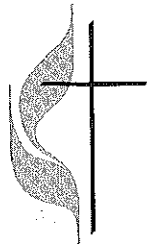
Annual Conference	Equitable Salary Schedule		Parsonage Utilities	Travel Expense	Other Factors/Notes
	Base Amounts		Additional Included	Additional Included	
			Additions		
Southwest Texas pp. 138-39	Conf. Member \$8,200 FLP (college grad.) 7,300 FLP (other) 6,900	\$700 HMEP/DB \$66.67 per service year for 6th-20th yrs., maxim. \$1,000. \$200 for second church; \$100 for ea. additional church.	(see notes)	(see notes)	Travel and utilities additional up to total remunerations (including HMEP/DB but not service year increments):  Conf. Mem.: \$10,350 FLP-coll. grad. 9,100 FLP-other 8,650 Base set at 80% of average salary.
Tennessee pp. 177-78	FC or Sem. Grad. \$10,500 AM 9,000 FLP 8,500	50% of minister's share of HMEP/DB whose total compensation is \$10,000 or less	X	X	
Texas pp. 194-95	FC \$8,500 FLP 7,500	\$300 per church over 2 churches up to maximum of \$600.	Not specified in report	Not specified in report	
Troy pp. 742-43	FC, PM, AM \$9,350 FLP 8,350	\$125 for each additional church; \$250 after 5 yrs. service; Additional \$250 after 10 years service	X	X \$400	
Virginia pp. 236-39	FC \$10,500 AM, PM 9,500 FLP 8,800 Others 8,000		X Heat only	X	
West Michigan p. 175, see also 1977 Jrnl., 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 pp. 218-19	FC \$10,000 PM, AM 9,600 FLP 8,700	\$200 per child under 18 living at home \$100 for each additional church	Current policy not specified in report	Current policy not specified in report	
West Virginia pp. 200-201	FC, PM 10,015 AM 8,695 FLP 8,140	\$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 pp. 176-78	FC, PM, AM FLP	9,000 8,500		X actual	X @ 15¢/ mi.	
Western North Carolina pp. 237-42	FC PM AM LP	10,100 9,700 9,700 9,700	\$250 per dependent child through four	X	X \$1,000 average paid by voucher	Blue Cross/Blue Shield (\$395) and Group Life (\$96.50) paid by charge. Base salary for unmarried is reduced by \$600.
Western Pennsylvania pp. 361-64	FC PM (sem. grad.) AM FLP	9,900 9,500 9,400 8,700	\$4,000 max. portion of salary to be designated as "rental allowance" to include cost of utilities, furniture, rent, insurance, equipment and other parsonage appurtenances.		\$1,000 min. paid by local church by voucher	
Wisconsin pp. 207-11	FC FLP	10,290 8,990	Increments of \$90 per year paid up to and including 20 years of credit for FC and 16 years for FLP	not specified in report	not specified in report	
Wyoming pp. 206-8	FC, PM (sem. grad.) AM, PM (other) FLP	8,800 8,400 8,200	\$200 for each five years of service through 35 years. \$100 for each 30 hours of approved continuing education (except PM).	X	X \$1,000 single point charge, \$2,000 for a multiple charge.	Health and accident insurance pension program are additional benefits.
Yellowstone p. 64	FC AM, PM FLP	10,825 10,475 9,950	\$250 for 5-9 years service \$500 for 10 or more years service	X \$975	X \$1650	

# 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*



June 21, 1979

## 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

Dr. Cyril Stone  
St. John's United Methodist Church  
P.O. Box 1155  
Stamford, Texas 79553

Dear Cyril:

It was nice to hear from you, and I am glad to learn that you are now "back home" in the great State of Texas.

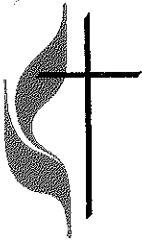
The information in your letter has been passed on to Kenneth Lambert so that you and Dr. Bruce will receive the mailings on the Dallas Meeting on September 25-27.

I will want the executive committee members to be there on September 24th, so that we may go over the final plans for the meeting; also, to enjoy a final evening of fellowship together. Please make your travel plans accordingly.

Looking forward to seeing you in September, I am,

Cordially,

James H. Womack



# St. John's United Methodist Church

P. O. Box 1155  
STAMFORD, TEXAS 79553

DR. CYRIL STONE, PASTOR  
PHONE 773-3479

9/5

CHURCH OFFICE  
PHONE 773-2561

9/5

June 4, 1979

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

Dear Jim,

I've just returned from Annual Conference and find two items to refer to you:

- 1) Please send all communications to me at Box 1155, Stamford, Texas 79553; and
- 2) Please send any information on National Consultation (Dates, location, etc) to Dr. Duane Bruce, 4209 N.W. 23rd St., Suite 114, Oklahoma City, Oklahoma 73107. He has requested this for inclusion in the calendar of Jurisdictional events.

Hope all is well with you.

Sincerely,

  
Cyril Stone

CS/rc



NATIONAL CONSULTATION ON EQUITABLE SALARY

TREASURER'S REPORT

July 1, 1979

Balance September 26, 1978 1,684.24

INCOME:

General Board of Higher Education and Ministry	537.76	
Annual Conference Dues through to July 1, 1979	<u>1,320.00</u>	
	1,857.76	<u>1,857.76</u>
		3,542.00

EXPENSES:

Keith Clark expenses	30.60	
James H. Womack, expenses	161.10	
Hotel Hilton	537.76	
Bethany United Methodist, Secretary expense	46.98	
Kenneth Lambert expense to set up consultation	128.40	
James H. Womack, expenses	<u>68.85</u>	
	973.69	<u>973.69</u>
Balance in Bank July 1, 1979		2,568.31

Annual Conferences dues since September 26, 1978

1978

Southern New England	40.00 ✓
----------------------	---------

1979

1. Baltimore	40.00 ✓
2. Central New York	40.00 ✓
3. East Ohio	40.00 ✓
4. Florida (78-79)	80.00 ✓
5. Holston (78-79)	80.00 ✓
6. Kansas East	40.00 ✓
7. Kentucky	40.00 ✓
8. Mississippi (78-79)	80.00 ✓
9. Missouri West	40.00 ✓
10. Nebraska (78-79)	80.00 ✓
11. North Indiana	40.00 ✓
12. North Texas (78-79)	80.00 ✓
13. Northwest Texas (78-79)	80.00 ✓
14. Pacific Southwest	40.00 ✓
15. South Carolina	40.00 ✓
16. South Georgia	40.00 ✓
17. So. Illinois (78-79)	80.00 ✓

Annual Conference Dues continued

1979

18. Southern New Jersey	40.00	✓
19. Virginia	40.00	✓
20. West Ohio (78-79)	80.00	✓
21. West Virginia	40.00	✓
22. Western North Carolina	40.00	✓
23. Wisconsin	40.00	✓
24. Wyoming	40.00	✓
	<hr/>	
	1,320.00	

NATIONAL CONSULTATION ON EQUITABLE SALARY

TREASURER'S REPORT

September 26, 1978

Balance forward from August 10, 1977 report	1349.86
Income from Conferences (listed separately)	<u>1160.00</u>
	2509.86

EXPENSES

9-1-77 James Womack, Chairman, Expenses	98.00
11-17-77 Matthew Gates-Juris, Conf. Exp.	100.00
1-4-78 Kenneth Lambert, Sec. Exp.	39.40
2-3-78 James Womack, Chairman, Exp.	141.12
3-8-78 San Rafael 1st UMC-Trea. Exp.	3.00
3-23-78 Bethany UMC-Secretary Exp.	159.22
4-7-78 San Rafael 1st UMC-Trea. Exp.	3.74
5-8-78 South Central Jurs. Exp.	43.82
6-13-78 "-----"-----"	9.00
8-2-78 James Womack, Chairman, Expenses	170.95
8-29-78 South East Jurs. Exp.	<u>57.37</u>
TOTAL EXPENSES	825.62

PRESENT BALANCE	\$1684.24
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INCOME FROM CONFERENCES SINCE AUGUST 10, 1977

1. Baltimore	80.	14. North Carolina	40.
2. California-Nevada	40.	15. North Indiana (1977)	40.
3. Central Illinois	40.	16. North Indiana	40.
4. Detroit	40.	17. Peninsula (Delaware)	40.
5. Eastern Pennsylvania	40.	18. Rocky Mountain	40.
6. Florida	40.	19. South Carolina	40.
7. Kansas East	40.	20. South Georgia	40.
8. Kansas West	40.	21. Texas	40.
9. Kentucky	40.	22. Texas Conference(1977)	40.
10. New Mexico	40.	23. Virginia	40.
11. New York	40.	24. West Virginia	80.
12. North Alabama	40.	25. Western North Carolina	40.
13. North Arkansas	40.	26. Wisconsin	80.
		<u>TOTAL INCOME</u>	<u>\$1160.</u>

## ANNUAL CONFERENCE GIVING RECORD

9/26/78

	1976	1977	1978	1979
1. Arkansas	40.	--	40.	
2. Baltimore	40.	-- <del>40</del>	80. <del>40</del>	40
3. California-Nevada	40.	40.	40.	
4. Central Illinois	40.	40.	40.	
5. <sup>Central NY,</sup> Detroit	40.	40.	40.	40
6. East Ohio	--	40.	--	40
7. Eastern Pennsylvania	40.	40.	40.	
8. Florida	40.	<del>40</del>	40.	40
9. Holston	40.	--	<del>40</del>	40
10. Kansas East	40.	40.	40.	40
11. Kansas West	40.	--	40.	
12. Kentucky	--	40.	40.	40
13. Memphis	40.	40.	--	
14. Minnesota	--	40.	--	
15. Mississippi	--	40.	<del>40</del>	40
16. Missouri West	40.	--	--	40
17. <sup>Nebraska</sup> New Mexico	40.	--	40.	40
18. New York	40.	40.	40.	
19. North Alabama	40.	40.	40.	
20. North Carolina	40.	40.	40.	
21. North Indiana	80.	40.	40.	40
22. North Mississippi	40.	--	--	
23. North Texas	--	40.	<del>40</del>	40
24. North West Texas	--	40.	<del>40</del>	40
25. Pacific Northwest	40.	--	--	40
26. Peninsula	40.	40.	40.	
27. Rio Grande	--	40.	--	
28. Rocky Mountain	40.	40.	40.	
29. South Carolina	40.	40.	40.	40
30. South Georgia	40.	40.	40.	40
31. <sup>So. Illinois</sup> Southern New England	--	40.	<del>40</del>	40
32. Southern New Jersey	--	40.	--	40
33. Tennessee	--	40.	--	
34. Texas	40.	40.	40.	
35. Virginia	40.	40.	40.	40
36. West Michigan	--	40.	--	
37. <sup>West Ohio</sup> West Virginia	40.	<del>40</del>	80. 40	40

ANNUAL CONFERENCE GIVING RECORD

9/26/78

	1976	1977	1978	1979
38. Western North Carolina	40.	40.	40.	40
39. Western Pennsylvania	40.	--	--	
40. Wisconsin	40.	<del>40</del>	80.40	40
41. Wyoming	--	40.	--	40
TOTALS	\$1200.	\$1160.	\$1080.	

# BETHANY UNITED METHODIST CHURCH

KENNETH M. LAMBERT  
Pastor



July 12, 1979

Dear Everybody,

News on the National Consultation on Equitable Salaries.

1. The brochure for general distribution which provides registration forms is with the printer and should be mailed by July 20. Three copies are being sent to every Commission Chairman and other strategic contacts in our files. You will be sent copies too. If you want additional copies of the brochure, please contact me or suggest names to whom they should be sent.
2. Registration will be handled in the following manner:  
The form on the brochure is to be completed and mailed back to me along with the \$60.00 fee. This covers general expenses, lodging for Tuesday and Wednesday evenings, and meals from Tuesday lunch through Thursday lunch. Payment to the motels and food services will be made in bulk by us. Due to the reservation arrangement we need these resources in hand by early September.
3. Travel expenses for one person from each Annual Conference are to be borne by the Division on the Ordained Ministry. Other travel cost will be up to the several Annual Conferences or the individuals involved. Reimbursement will be requested in Dallas, not in advance.
4. Something just for you:  
Reservations have been made for the Executive Committee to gather in Dallas on Monday, September 24 at the Park Cities Inn on Hillcrest, just across from SMU. I need to know when you anticipate arrival in Dallas. Please plan your trip for arrival near the noon hour as Jim Womack wants us to begin our work no later than 2:00 P.M. I will explain later how to get to Park Cities Inn. Also, tell me if you want a room for yourself or your family, or whether I may group us in the interest of saving some lodging cost. The travel, meals, and lodging for the Executive Committee will be underwritten by the Division.
5. We are still negotiating some of the program details. Bishop DeWitt will not be able to be with us due to a major scheduling conflict in Wisconsin. Dr. Outler is being invited to address the Consultation but is unable to give us an answer for a few days. Dr. Trotter and Dr. Treese are confirmed.

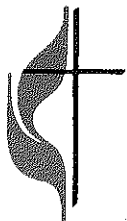
I will be away until August 2, but thereafter I will be glad to hear from any of you.

Have a good summer, and start making your reservations for a good week in September.

Yours sincerely,

Kenneth M. Lambert





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

July 13, 1979

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

Dear Jim,

Sorry to be slow on sending the enclosed report but this has been a busy time for some reason. This report brings you up to date since September 1978 to July 1, 1979. You will note that a number of Conferences have paid for 1978 and 1979 this year. Thus our balance looks good.

I was pleased to have Pacific Southwest send in a check. This is the first time we have heard from them for anything.

Dallas seems to be close at hand. When will registrations begin and to whom are we to send them. Do I send my reservation to you for whatever arrangements are to be made, or are we on our own? What time on the 27th will we close? My plans are to be there.

I dropped the chairperson position on our Commission and have taken on the secretary task. Thus, I do not get all the information as I used to.

Be seeing you at the Big-D.

Sincerely,

Ralph Fellersen

rf:cw

NATIONAL CONSULTATION ON EQUITABLE SALARY

TREASURER'S REPORT

July 1, 1979

Balance September 26, 1978 1,684.24

INCOME:

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	1,857.76	<u>1,857.76</u>
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Annual Conferences dues since September 26, 1978

1978

Southern New England 40.00

1979

1. Baltimore	40.00
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6. Kansas East	40.00
7. Kentucky	40.00
8. Mississippi (78-79)	80.00
9. Missouri West	40.00
10. Nebraska (78-79)	80.00
11. North Indiana	40.00
12. North Texas (78-79)	80.00
13. Northwest Texas (78-79)	80.00
14. Pacific Southwest	40.00
15. South Carolina	40.00
16. South Georgia	40.00
17. So. Illinois (78-79)	80.00

Annual Conference Dues continued

1979

18. Southern New Jersey	40.00
19. Virginia	40.00
20. West Ohio (78-79)	80.00
21. West Virginia	40.00
22. Western North Carolina	40.00
23. Wisconsin	40.00
24. Wyoming	40.00

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1,320.00

July 10<sup>6</sup>, 1979

Dr. Kent E. Kroehler, Consultant  
Eastern Pennsylvania Conference  
Post Office Box 820  
Valley Forge, PA 19482

Dear Kent:

The work of the Consultation is proceeding smoothly, and the meeting of the National Consultation On Equitable Salaries is still scheduled for September 25-27 at Perkins. (I am a layman, and did not know about INFOSERV; they will be notified.)

The first "flyer" on the meeting went out in May, and the registration forms will be mailed later in this month. A copy was mailed to Mark Kroehler, but I have asked that your name be added to the mailing list so that you will receive a copy, also. I hope that you will attend.

I regret that I have no worthwhile data on the salary study in which you are now engaged. Following the adoption of the "Basic Salary Plan" at the 1972 General Conference (Par. 893 in 1972 Discipline) approximately 20 Annual Conferences initiated studies on the subject. The majority of them, including my own, were never able to adopt, or develop, a plan that would meet the approval of the members of the Commissions On Equitable Salaries, and thus were never voted on by the respective annual conferences. Eight commissions presented recommendations to annual conferences, and most were defeated on the floor: a couple were approved at that level, but failed to gain the required 75% ratification by local charges. Par. 893 was dropped from the 1976 Discipline.

There are at least three annual conferences currently engaged in studies, and you might wish to contact them. The names and addresses are as follows:

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

Dr. Kent E. Kroehler

-2-

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

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

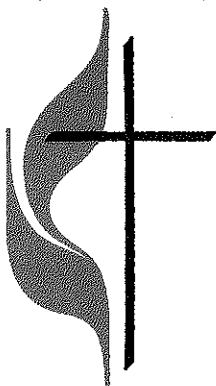
I hope that you will keep us in mind as your study develops, and that you will be willing to share the results with the others of us engaged in this work. I will be glad to use this office as a clearing house for all of the others.

Hoping to see you in Dallas on September 25th., I am,

Cordially yours,

James H. Womack

P.S. I am enclosing a couple of papers which were written by our group in 1972 in the hopes that they will be of some interest to you.



**THE UNITED METHODIST CHURCH**

EASTERN PENNSYLVANIA CONFERENCE

POST OFFICE BOX 820  
VALLEY FORGE, PA. 19482

(215) 666-9090

KENT E. KROEHLER  
CONSULTANT

July 6, 1979

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

Dear Jim:

Greetings again from one of His people in Eastern Pennsylvania!

At the beginning of this year, you may recall that I wrote you with several questions regarding equitable salaries. You answered them and included a copy of your Conference's policies for ESF.

I also requested information on the next National Consultation on Equitable Salaries. You indicated that it would be re-scheduled for September 25-27, 1979, at Perkins School of Theology. Since I have heard nothing about it and since INFOSERV indicated it was not on the General Church calendar, I am assuming that it has been cancelled again. Is my assumption correct? If so, can you describe some of the issues which are hampering the Consultation?

Currently, our Conference has initiated a Task Force which is looking carefully at "equitable" as opposed to "minimum" salary structures. We are trying to bring before us the best evidence from secular salary structures and see if we can address the problems of mid-range and mid-career pastoral salary support. We will be considering paying salaries from the Annual Conference, a "wage and salary administration", equalization of base salaries in a more comprehensive manner than we now have, and a host of other alternatives. In preparation for this, I am working on a questionnaire for Conference Council Directors to describe what alternatives other Conferences have looked at, accepted, and tabled.

I anticipate that your Executive Committee has probably done some work like this already. Would you be willing to respond to me and indicate just what kind of data you already have in hand?

I appreciate your work in all this and share a deep concern for the impact of salary structures on the effectiveness of and satisfaction derived by pastors in our denomination.

With you in His work,

A handwritten signature in cursive script, appearing to read "Kent", is written over the typed name.

Kent E. Kroehler

Feb. 1979

Dr. Kent E. Kroehler  
The United Methodist Church  
P.O. Box 820  
Valley Forge, Pennsylvania 19482

Dear Mr. Kroehler:

Please pardon the delay in replying to your letter of January 18th., but I have just returned home after an extended trip out-of-state.

The national meeting, which was originally scheduled for March, 1979, has been rescheduled for September 25-27, 1979. It will be held on the campus of Perkins School of Theology in Dallas, Texas. Detailed information will be forwarded to all annual conference commission chairmen at a later date.

As for your second request, I am not aware of any Annual Conference Programs that have "carefully worded" policies regarding the distribution of Equitable Salary funds for special situations. In my own conference (Western North Carolina), we have made provision for this, but we have purposely left the wording somewhat open so that we might be in position to respond to different types of special ministries as they might arise. Under this program (see provisions B-6, 7, & 14 of attached) we have:

1. Supplemented salary, above minimum, of pastor in a missional minority charge,
2. Supplemented salaries, above minimum, of pastors engaged in parish type charges,
3. Paid full salary (60% above minimum) of pastor assigned to church where about 80% of congregation followed former pastor in establishing an independent church, and
4. Supplemented salary, above minimum, for pastor in a newly established church situation.

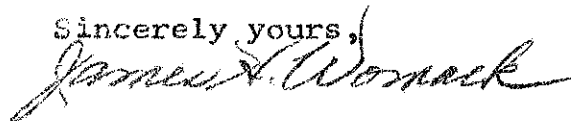
In the hopes that it will be of interest to you, I am



enclosing a copy of our complete program for 1977. The 1978 program is the same except for the \$600 annual increase in salary.

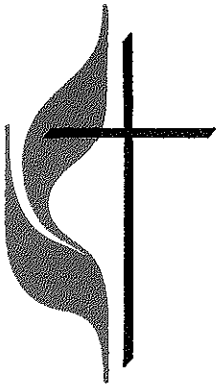
Hoping to see you in Dallas in September, I am,

Sincerely yours,

A handwritten signature in cursive script that reads "James H. Womack". The signature is written in dark ink and is positioned below the typed name.

James H. Womack

Encl.



**THE UNITED METHODIST CHURCH**

EASTERN PENNSYLVANIA CONFERENCE

POST OFFICE BOX 820

VALLEY FORGE, PA. 19482

(215) 666-9090

January 18, 1979

KENT E. KROEHLER  
CONSULTANT

The Rev. James Womack  
United Methodist Church  
2143 Ferncliff Road  
Charlotte, NC 28211

Dear Mr. Womack:

As one of the program staff of the Eastern Pennsylvania Conference, I work directly with the Commission on Equitable Salaries. From the chairperson of that Commission, I learned about the proposed national Consultation on Equitable Salaries which was to be held in March, 1979.

I called Info-Serv today to secure information on that national meeting, and I discovered it has been postponed until the fall.

Would you please send me current information on the time and location of that meeting? Thanks for your helpfulness.

Additionally, I have a request concerning Equitable Salaries. Our Conference is attempting to develop a policy for the distribution of ESF funds. This policy will attempt to provide greater flexibility in applying ES funds to missions and growth situations in contrast to our present policy of applying them to minimum salary and "maintenance" situations. Are you aware of other annual conferences which have developed carefully worded policies for ES funds, and would you send me any materials you have on hand?

Thanks again.

With you in His work,

  
Kent E. Kroehler

KEK:cm

# WESTERN NORTH CAROLINA CONFERENCE

THE UNITED METHODIST CHURCH

JOHN R. SILLS  
Treasurer-Business Manager

August 3, 1979

Dr. Harold C. Knudsen  
2200 South University Boulevard  
Denver, Colorado 80211

Dear Hal:

As one Conference Treasurer to another - Greetings!!

Before you jump to the wrong conclusions, let me add that I am not gainfully employed, nor am I permanently employed.

Our Conference Treasurer, Dr. John Sills, was in an automobile accident on July 8th, and is now in the hospital with 16 broken or fractured bones. His wife was killed instantly. It was under these circumstances that I agreed to fill in for him on a voluntary, part-time basis, until such time as we see which direction his recovery will take. He was elected, along with you other 17 Treasurers, as a delegate to General Conference. I hope that you will see him then; he is a person that you would instantly like.

I received your card of July 11, but did not respond then as I felt that all of your questions were answered in my letter, and in the registration blank from Kenneth. There is the probability that you did not receive a copy of a flyer that Kenneth sent out about two months earlier, so I am enclosing a copy for your information.

James H. Womack

Acting Treasurer

JHW/nmr

Enclosure

# First United Methodist Church

CHURCH STREET AT McTYEIRE AVENUE

McKenzie, Tennessee 38201

JOHN B. CLARKE, Minister  
RESIDENCE: 352-2730  
CHURCH: 352-2456

MRS. MARY WEATHERFORD, Secretary  
DR. FRANKLIN P. POOLE, Minister of Music  
MRS. J. W. ATKINS, JR., Organist

AUGUST  
Eleven  
1 9 7 9

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

Dear Jim:

I apologize for the delay in returning the E.S. questionnaire, but I never received the initial mailing on this. I hate to blame the U.S. Postal Service for everything, but in this case it seems they are the guilty culprits. The form was further delayed because it came at a time when I was out of the office for several days.

Anyway, here it is, and I hope that it is not too late to be included in the summary for this year.

I will be in Dallas for the September 25-27 meeting, and look forward to seeing you again at that time.

Sincerely,



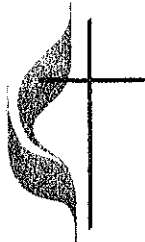
John B. Clarke

jbc/mff

# 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  
Dr. Harold Knudsen  
Dr. Kenneth M. Lambert  
Dr. Cyril Stone  
James H. Womack

## Ex-Officio

Bishop Jesse R. DeWitt  
Dr. F. Thomas Trotter

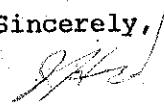
Dr. Kent E. Kroehler  
Eastern Pennsylvania Conference  
P. O. Box 820  
Valley Forge, PA 19482

Dear Kent:

The enclosed was mailed to Mr. Mark Kroehler, 7237 Bingham Street, Philadelphia, PA 19111, but was returned marked "Not Deliverable As Addressed".

Would you be kind enough to complete the questionnaire and return one copy to me? Also, please include the correct name and address of the present Chairman of Commission On Equitable Salaries.

Sincerely,

  
James H. Womack

Enclosure

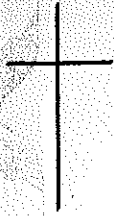
copy

August 13, 1979

# 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

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Dr. Harold Knudsen  
Dr. Kenneth M. Lambert  
Dr. Cyril Stone  
James H. Womack

## Ex-Officio

Bishop Jesse R. DeWitt  
Dr. F. Thomas Trotter

August 30, 1979

Dr. Kenneth M. Lambert  
3511 Linkwood Drive  
Houston, Texas 77025

Dear Kenneth:

Following our telephone conversation yesterday, I telephoned Drs. Trotter and Treese about the Dallas meeting.

I told them that you would handle the reservations for them at Park Cities Inn, and that they would not be required to respond to the follow-up letter. Dr. Trotter will arrive about noon on the 24th, and will attend the Executive Committee meeting. Dr. Treese will arrive before noon on the 25th, and I told both of them that they would be scheduled on the program on Wednesday morning, September 26th. I think it would be well if you would confirm this to them by letter, giving them any other information that might be appropriate. (Single rooms for both)

Don Treese will be primarily speaking on the subject of the study on the itinerant ministry that he chaired, but will not be confined to this. I did not discuss a topic with Tom Trotter, and you might wish to develop this directly with him.

I trust there will be a good response to your follow-up letter on registration. We may need to resort to the telephone before it is over.

Cordially,

James H. Womack

JHW/nmr

Park Cities  
The following arrive Monday

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

*PG. 700*  
*Union, Ala. 35126*  
Rev. James D. Archer  
~~109 Memorial Dr. N.W.~~  
~~Decatur, Ala. 35601~~

Rev. Matthew H. Gates  
210 Boston Post Road  
Rye, N. Y. 10580

Rev. D. Keith Clarke  
938 Pine Hill Dr.  
Fairmont, W. Va. 26554

Rev. Ralph Fellersen  
9 Ross Valley Dr.  
San Rafael, Calif. 94901

Dr. Cyril Stone  
Box 1155  
Stamford, Texas 79553

Dr. Patrick Flaherty  
Chicago & Carol St.  
Morton, Ill. 61550

Mrs. Patricia Brown and husband  
~~30455 Progress St.~~ *432 W Saginaw*  
~~Roseville, Mich. 48066~~ *Hemlock, Mich. 48626*

Dr. Kenneth Lambert and wife  
3511 Linkwood  
Houston, Texas 77025

Dr. Harold C. Knudsen  
2200 S. Univ. Blvd.  
Denver, Colorado 80210

Rev. Sigurd E. Burch  
304 3rd St. West  
Roundup, Mt. 59072

*Dr.* F. Thomas Trotter  
P. O. Box 871  
Nashville, Tenn. 37202

Reservation List for Park Cities Inn

- |                      |   |   |
|----------------------|---|---|
| 1.                   | Dr. Samuel P. Auslam and wife<br>Box 3958<br>Lubbock, Texas 79408               |   |
| 2.                   | Mrs. Wilmer Smith<br>Rt. 1 Box 46<br>Wilson, Texas 79381                        | Mrs. Lois Oren<br>Box 105<br>Shepherd, Michigan 48883                                 |
| 3.                   | Mr. T. M. Deffebach<br>Box 920<br>Snyder, Texas 79549                           | Mr. J. Thomas Emerson, Jr.<br>7759 North River Edge Dr.<br>Milwaukee, Wisconsin 53209 |
| 4.                   | Rev. Michael Higgs and wife<br>12909 Sixth<br>Chino, Calif. 91710               | <i>Arriving 2:00 AM Tuesday</i>   |
| 5.                   | Rev. Francis C. St. Amant<br>3665 Ventura Circle<br>Brookfield, Wisconsin 53005 |   |
| <i>E. P. K...</i> 6. | Rev. Randall P. Luther<br>506 Jackson St.<br>Reynoldsville, Pa. 15851           | John Mallery<br>1301 Madison<br>Warren, Pa. 16365                                     |
| 7.                   | James L. Tubbs<br>Box 91<br>Townville, Pa. 16360                                | Rev. Stanley A. Finkbeiner<br>88 Waterloo<br>Casnovia, Michigan 49318                 |
| 8.                   | Dr. Geo. W. Rudisill<br>P. O. Box 1800<br>Charlotte, N. C. 28218                | Rev. Charles D. White, Jr.<br>203 So. Highland St.<br>Gastonia, N. C. 28052           |
| 9. <i>Mrs.</i>       | Betty I. Clymer<br>250 Cedarwood Rt. 9<br>Lexington, Ohio 44904                 | <i>(Mrs.)</i><br>Mrs. James Stoetzel<br>Box 607<br>Pine Bluff, Wy. 82082              |
| 10.                  | Rev. Donald Groves<br>302 East Independence<br>Shawnee, Okla. 74801             | Robert W. Smith<br>2420 N. Blackweder<br>Oklahoma City, Okla. 73106                   |



- |     |   |   |
|-----|---|---|
| 11. | Clarence R. Campbell<br>1104 A. St. Box 293<br>Aurora, Nebraska 68818   | Douglas Slaughter<br>Box 125<br>Pleasant Dale, Nebrasks 68423     |
| 12. | Rev. William D. Meddock<br>2125 Virginia Ave.<br>Muncie, Indiana 74303  | Rev. David O. Ferguson<br>P. O. Box 626<br>Center, Colorado 81125 |
| 13. | Charles R. Kiser<br>3814 Illinois<br>Louisville, Ky. 40213              | Charles W. Music<br>630 Osage<br>Campbellsville, Ky. 42718        |
| 14. | Clifford R. Gross<br>10102 Reed Lane<br>Ellicott City, Maryland 21043   | Rev. Daniel Henderson<br>Box 187<br>Glenn Dale, Maryland 20769    |
| 15. | Tom Grey<br>6936 N. Ridge<br>Chicago, Ill. 60645                        | Rev. Richard Purnell<br>40 Finger<br>Saugerties, N. Y. 12477      |
| 16. | Mark E. Kroehler<br>312 B. N. Duke St.<br>Lancaster, Pa. 17602          | Dr. Kent E. Kroehler<br>3406 Edge<br>Thorndale, Pa. 19372         |
| 17. | Rev. Wm. C. Blakely<br>1148 Sena Dr.<br>Metairie, La. 70005             | Rev. Ira Robinson<br>P. O. Box 118<br>Bastrop, La.                |
| 18. | Rev. Louis L. Streams<br>Box 482<br>Franklinton, La. 770438             | C. Douglas Cooney<br>403 Idlewild Rd.<br>Bel Air, Maryland 21014  |
| 19. | Rodney J. Warstler<br>620 East Turkeyfoot Lake Rd.<br>Akron, Ohio 44319 | John R. Baxter<br>107 Snowden<br>Sumter, S. C. 29150              |
| 20. | Thomas Hanson<br>1786 Selva Marina<br>Atlantic Beach, Fla. 32233        | Thomas G. Mitchell<br>P. O. Box 3767<br>Lakeland, Fla. 33802      |
| 21. | John B. Clarke<br>132 Church St.<br>McKenzie, Tenn. 38201               | William R. McClarin<br>Box 448<br>Covington, Tenn. 38019          |

Park Cities (Cont'd.)

*Ex. Co.* 22. Dr. Leroy Sewell  
3rd & Carl Albert  
McAlister, Okla. 74501

Rev. Glenn L. Courts  
117 W. Main  
Flemingsburg, Ky. 41041

23. Dr. Donald Tresse  
P. O. Box 871  
Nashville, Tenn. 37202

24. Dr. Donald W. Haynes  
P. O. Box 169  
Statesville, N.C. 28677

John W. Kirkman  
5250 Santa Monica  
Los Angeles, Calif. 90029

Reservation List for La Quinta Motor Inn

1. Charles E. Fiquett  
P. O. Box 386  
Hamilton, Ala. 35570  
Dr. R. Gordon McKinney  
1100 Campus Cir.  
Birmingham, Ala. 35204
2. Mr. Q. D. Adams  
415 Kelling Rd.  
East Gadsden, Ala. 35903  
Rev. William H. Saxon, Jr.  
4213 West 8th  
Birmingham, Ala. 35224
3. Ernest C. Betts  
Rt. 1 Box 333A  
Bluemont, Va. 22012  
Raymond F. Wrenn  
Box 11367  
Richmond, Va. 23230
4. Rev. Clifford E. Hutton  
300 West College  
Silver City, New Mexico 88061  
Rev. Leroy Watkins  
Box 626  
Carlsbad, New Mexico 88220
5. Rev. John Y. Bacon  
914 Lower Mill Rd.  
Hixon, Tenn. 37343  
John Mendez  
P. O. Box 304  
Princeton, W. Va. 24740
6. Alan J. Hanson and wife  
111 E. Main  
Morenci, Mich. 49256
7. Ward Wiers and Wife  
Box 158  
Washington, Mich. 48094
8. William L. Strickland  
P. O. Box 513  
Talbotton, Georgia 31027  
J. Troy Holloway  
P. O. Box 78  
Bellville, Georgia 30714
9. Geo. Wattenbarger  
3515 S. Elizabeth  
Whichita, Kansas 67217  
Clarence Borger  
550 N. Park  
Valley Center, Kansas 67147
10. Dennis Scheer  
151 N. Volutsia  
Whichita, Kansas  
Donald J. Snyder  
417 W. 5th  
Quinter, Kansas 67752

La Quinta (Cont'd.)

- |     |   |             |   |
|-----|---|-------------|---|
| 11. | Mrs. Shelby Neelly<br>Rt. 1<br>Byers, Kansas                                    |             | Mrs. Hazel Stullken<br>Lakin, Kansas  |
| 12. | Rev. Dr. Joseph C. Bostick<br>P. O. Box 88<br>Ocean City, Maryland              |             | Rev. K. Wayne Grier<br>63 Commerce<br>Harrington, Delaware 19952                |
| 13. | Paul W. Boone<br>301 Forest Hill<br>Rocky Mount, N. C. 27801                    |             | John A. Dusenberry<br>550 West Main<br>North Adams, Mass. 01247                 |
| 14. | Carl Schenck<br>6th and Lincoln<br>Wamego, Kansas 666547                        | <i>Rev.</i> | Donald J. Cunningham <i>Ex. Comm.</i><br>2352 Broadway<br>Oakland, Calif. 94602 |
| 15. | Rev. Paul W. McConnell<br>P. O. Box 489<br>Puyallup, Wash. 98371                |             | Rev. William Von<br>Lexington, Ky.  |
| 16. | E. Zedoc Baxter<br>Box 68<br>Brundidge, Ala. 36010                              |             | W. Hugh Barber<br>1100 Campus Circle<br>Birmingham, Ala. 35204                  |
| 17. | Richard A. Keiser<br>1962 Penna Ave. R.D. #2<br>Binghamton, N. Y. 13903         |             | W. E. Crawford<br>4321 Cambridge<br>Independence, Mo. 64055                     |
| 18. | Dr. William M. Vaughan<br>Box 207<br>Lexington, Tenn. 38351                     | <i>Rev.</i> | Earl R. Black<br>421 Metropolis<br>Metropolis, Illinois 62960                   |
| 19. | Harrison L. Payton<br>208 South Fourth<br>Carmi, Illinois 62821                 |             | Christian Tate<br>Rt. 1<br>Lawrenceville, Illinois 62439                        |
| 20. | Rev. Michael Dominick and wife<br>3502 W. Joliet Rd.<br>La Porte, Indiana 46350 |             |   |
| 21. | Donald R. Black and wife<br>871 Cheryl Lane<br>Kankakee, Illinois 60901         |             |   |

EQUITABLE SALARIES  
1976 Discipline, Paragraph 934

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

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

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

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

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

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

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

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

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

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



COUNCIL ON PROFESSIONAL MINISTRIES  
NORTHWEST TEXAS ANNUAL CONFERENCE  
September 4, 1979

Samuel P. Auslam  
Director

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

Dear Jim:

You will find enclosed our response to the annual questionnaire on minimum salaries and related income items.

We are looking forward with pleasure to seeing you in Dallas on September 25-27, 1979.

Sincerely,

Samuel P. Auslam

SPA:md  
Encl.

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

Dictated by Dr. Auslam  
Signed in his absence



September 16, 1979

Dr. Charles O. Moore  
North Wood United Methodist Church  
1129 Chisholm Road  
Florence, Alabama 35630

Dear Mr. Moore:

In response to your letter of September 13, I am sending you a copy of a salary survey which has just been compiled for distribution at our national meeting in Dallas on September 25, 1979. This will give you the information which you requested on Western North Carolina Conference, as well as the 47 other conferences which responded to the request for information.

Dr. Ellsworth Steele has compiled a study which was recently distributed, and you might be interested in some of the data in his study. It covers in some detail the policies of various annual conferences on the subject of minimum salaries. The Reverend James D. Archer, a member of your conference, has a copy, and, if interested, you might wish to contact him.

With best wishes for the success of your study, I am,

Sincerely,

James H. Womack

# North Wood United Methodist Church

1129 CHISHOLM ROAD

FLORENCE, ALABAMA 35630

September 13, 1979

CHARLES O. MOORE, D.D.  
CHARLES L. FREDERICK  
MINISTERS

MISS CINDY DAVENPORT  
DIRECTOR, YOUTH MINISTERIES &  
ASSISTANT IN CHRISTIAN EDUCATION

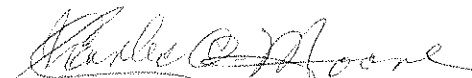
Mr. James H. Womack  
2143 Ferncliff Road  
Charlotte, N. C. 28211

Dear Mr. Womack:

I have been named chairman of a committee in the North Alabama Annual Conference to study the Equitable Salary Schedule and make recommendations to our Commission on Equitable Salaries. It would be a great benefit to our committee to know what other Annual Conferences are doing and how they arrive at an "equitable" salary base.

Will you please send me the Equitable Salary Schedule of your Annual Conference, including benefits in addition to salary, such as insurance, travel, utilities, etc. I will be grateful to you for this assistance.

Cordially and Sincerely,

  
Charles O. Moore

COM/eg

NATIONAL CONSULTATION ON EQUITABLE SALARY

TREASURER'S REPORT

September 19, 1979

Balance forward from Kansas City.....	80.63	
Income from Conference dues (see attached list for detail)		
1976.....	1200.00	
1977.....	1160.00	
1978.....	1120.00	
1979.....	<u>1440.00</u>	
	4920.00	
		<u>5000.63</u>
Convocation Registration Fee.....		<u>5040.00</u>
		10040.63
EXPENSES		
Chairperson.....	829.92	
Secretary.....	818.65	
Treasurer.....	22.65	
Jurisdiction Workshop.....	666.54	
Convocation to Date.....	<u>1400.38</u>	
TOTAL EXPENSES.....	3738.14	
PRESENT BALANCE		<u>\$6302.49</u>

## ANNUAL CONFERENCE GIVING RECORD

9/19/79

	<u>1976</u>	<u>1977</u>	<u>1978</u>	<u>1979</u>
1. Arkansas	40.	--	40.	--
2. Baltimore	40.	--	80.	40.
3. California-Nevada	40.	40.	40.	40.
4. Central Illinois	40.	40.	40.	--
5. Detroit	40.	40.	40.	40.
6. East Ohio	--	40.	--	40.
7. Eastern Pennsylvania	40.	40.	40.	--
8. Florida	40.	--	40.	80.
9. Holston	40.	--	--	80.
10. Kansas East	40.	40.	40.	40.
11. Kansas West	40.	--	40.	--
12. Kentucky	--	40.	40.	40.
13. Louisville	--	--	--	40.
14. Memphis	40.	40.	--	--
15. Minnesota	--	40.	--	--
16. Mississippi	--	40.	--	80.
17. Missouri <i>West</i>	40.	--	--	40.
18. Nebraska	--	--	--	80.
19. New Mexico	40.	--	40.	--
20. New York	40.	40.	40.	40.
21. North Alabama	40.	40.	40.	40.
22. North Carolina	40.	40.	40.	--
23. North Indiana	80.	40.	40.	40.
24. North Mississippi	40.	--	--	--
25. North Texas	--	40.	--	80.
26. North West Texas	--	40.	--	80.
27. Pacific Northwest	40.	--	--	--
28. Pacific Southwest	--	--	--	40.
29. Peninsula	40.	40.	40.	--
30. Rio Grande	--	40.	--	--
31. Rocky Mountain	40.	40.	40.	--
32. South Carolina	40.	40.	40.	40.
33. South Georgia	40.	40.	40.	40.

9/19/79

34.	South Illinois	--	--	--	80.
35.	Southern New England	--	40.	40.	--
36.	Southern New Jersey	--	40.	--	40.
37.	Tennessee	--	40.	--	--
38.	Texas	40.	40.	40.	--
39.	Virginia	40.	40.	40.	40.
40.	Wesh Michigan	--	40.	--	--
41.	West Virginia	40.	--	80.	40.
42.	West Ohio	--	--	--	80.
43.	Western North Carolina	40.	40.	40.	40.
44.	Western Pennsylvannia	40.	--	--	--
45.	Wisconsin	40.	--	80.	40.
46.	Wyoming	--	40.	--	40.
	TOTALS	\$1200.	\$1160.	\$1120.	\$1440.



# COUNCIL ON PROFESSIONAL MINISTRIES

NORTHWEST TEXAS ANNUAL CONFERENCE

September 19, 1979

Samuel P. Auslam  
Director

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

Dear Jim:

Thank you for your letter concerning your request for annual questionnaire related to minimum salary schedule and related agreement to the Northwest Texas Conference on minimum salary.


Our records indicate that this questionnaire was returned to you on September 4, 1979.

Dr. Cyril Stone, a member of your Executive Committee, has transferred from the New Mexico Conference to the Northwest Texas Conference and is serving at First United Methodist Church in Stamford. We share your feeling that he is a delightful person, and has made some favorable contributions to our Conference Commission on Equitable Salaries.

We plan to have a delegation of 3 for the meeting in Dallas on September 25-27, 1979. We are looking forward with pleasure to seeing you at this time.

Sincerely,

SPA:md

  
Samuel P. Auslam

cc: Dr. Kenneth M. Lambert  
Mrs. Wilmer Smith  
Mr. T. M. Deffebach

# THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

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

SEPTEMBER 25, 26, 27, 1979

## OPENING ASSEMBLY, REGISTRATION, LUNCHEON

Highland Park United Methodist Church  
(adjacent to S.M.U.)

Luncheon in the Great Hall, Tuesday September 25th  
at 12:30. Registration prior to lunch in the foyer of the  
Great Hall.

## TRANSPORTATION

Resources are available to provide transportation funds  
for one Delegate from each Annual Conference. Upon  
arrival in Dallas the designated person from each Annual  
Conference will be given a voucher to request reimburse-  
ment for the transportation costs. The additional Delegates  
should be provided transportation costs by their Annual  
Conference.

## CONFERENCE COSTS, ROOMS, MEALS

The Registration cost is \$60.00 for each Delegate. This  
will include your room (2 persons per room).

Meals: Tuesday (25th) lunch and dinner  
Wednesday (26th) lunch and dinner  
Thursday (27th) lunch

Registration should be received by September 5, 1979 to  
assure your room reservations. Rooms are limited and  
reservations will be assured only if received by this date.  
If any further information is required contact:

Dr. Kenneth M. Lambert, Secretary  
c/o Bethany United Methodist Church  
3511 Linkwood Blvd.  
Houston, Texas 77025  
Phone (713) 667-7574

DETACH AND MAIL

TO:

Dr. Kenneth M. Lambert  
3511 Linkwood Dr.  
Houston, Texas 77025



36852

# THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

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

SEPTEMBER 25, 26, 27, 1979  
PERKINS SCHOOL OF THEOLOGY  
SOUTHERN METHODIST UNIVERSITY  
DALLAS, TEXAS

A leadership planning session has been called by the Executive Committee to formulate and plan legislation to be presented to the General Conference next year.

This meeting is the only one scheduled by The National Consultation on Equitable Salaries for the formulation of legislation.

Workshops to be conducted will discuss:

- (1) Legislation writing for the General Conference consideration
- (2) The work of the Commission on Equitable Salaries
- (3) Jurisdictional gatherings to plan for our Jurisdictional training events.

## PLENARY SESSIONS

### Plenary Session I

- (1) What is Equitable Salaries?
- (2) What are the Goals and Potential of the Equitable Salaries Fund?

### Plenary Session II

Trends and issues for the Ordained Ministry.

### Plenary Session III

- (1) The United Methodist Church plans for its future.
- (2) How to "Think Future".
- (3) Support systems for the Ministry and the Future.

## SESSION LEADERS

Dr. N.E. Dewire, General Secretary, General Council on Ministries.

Dr. Donald Treece, Associate General Secretary, Division of the Ordained Ministry

Dr. F. Thomas Trotter, General Secretary, Board of Higher Education & Ministry

Perkins School of Theology Faculty Members

## THE EXECUTIVE COMMITTEE

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

The leadership of this program will prepare us to provide proper legislation for the General Conference. You will be provided with shared information on the Salary Supplement Programs of other Conferences. As Conference Leaders you will be given new insights and ideas on what your Conference can do for equitable salary programs.

## REGISTRATION FORM

Enclosed is \$ \_\_\_\_\_ (\$60.00 per enrollment)

Name _____	Name _____
Address _____	Address _____
Conference _____	Conference _____
Name _____	Name _____
Address _____	Address _____
Conference _____	Conference _____

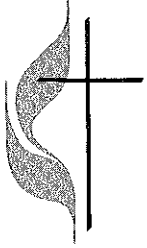
(Please indicate male or female, also if you prefer to room with a particular Delegate)



# 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*



*Dallas Meeting -*

*Sept. 25, 1979*

Welcome !!! Remarks.

## 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 set the stage for this meeting, let me review very briefly the way we came into being, and then our purpose for being here. (Especially directed at new members)

The 1972 General Conference changed the name of the Commission On Minimum Salaries to the Commission On Equitable Salaries, with no substantive change in the legislation.

In late 1973, several newly elected chairmen were trying to figure out what the change meant, as well as trying to figure out their new responsibilities. One of them- Jim Archer- did something about it.

Jim sent out the call, and 25 of the 35 people invited met in Birmingham. Following a full day of sharing of the problems we had, the participants felt that there was a need to continue this type of consultation. Jim was elected chairman; Matthew Gates, Patrick Flaherty, Harold Knudsen, Cyril Stone, and I were elected to serve as a Steering Committee to plan for our 1975 National Consultation. Byron White was elected to serve as secretary & treasurer.

No funds were available for the committee to get together, nevertheless, we were able to put together a program, plan for meals & housing, etc., etc. 120 persons from 57 Annual Conferences gathered in Kansas City, each one providing for his/her own expenses.

At the 1975 Meeting it was decided to enlarge the Steering Committee to ten persons, two from each Jurisdiction. Byron White could not continue with the group, so we added Patricia Brown, Keith Clarke, Ralph Fellersen, and Kenneth Lambert; Bishop Jesse DeWitt as Episcopacy Representative.

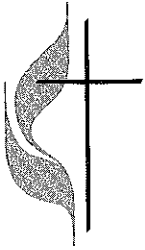
Following our Kansas City meeting, contact was made with Dr. Thomas Trotter, General Secretary Of The Board Of Higher Education And Ministry, relative to our being made a Fellowship of the Division Of The Ordained Ministry. Dr. Trotter gave us a very sympathetic hearing, and has been fully supportive of us all the way, even to the point of serving as a member of our Executive Committee. (Don Treese)

*we wanted official recognition -  
we wanted financing, but with autonomy!  
we received both!!!*

# NATIONAL CONSULTATION ON EQUITABLE SALARIES

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



That is a thumb-nail sketch of where we started from, and how we got here.

## 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

I know that there has been a Divine Hand in this scheme, for how else could one explain how ten people, almost randomly selected, have accomplished this much. It has been a wonderful group to work with, and I count it a high privilege to have had the opportunity of serving with them. Each one of us has his/her own particular interests and abilities, and, while there has often been differing opinions (quite freely expressed at times), when a consensus has been reached, there was an immediate joining together to make it work.

Now, let me introduce this wonderful group to you;

At our planning meeting in San Francisco last September, Kenneth Lambert was elected to chair the committee that executed the plans for this meeting today; Matthew Gates, Patrick Flaherty, and I assisted him.

Kenneth has made the contacts that arranged for your physical comforts, also. He may have some housekeeping items to bring to your attention at this time, and then he will introduce the program for the afternoon.

THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

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

The Rev. James D. Archer  
P. O. Drawer 700  
Pinson, Alabama 35116

Rev. W. F. Appleby  
Box 523  
Lewisville, Mississippi

Dr. Samuel P. Auslam  
Box 2958  
Lubbock, Texas 79408

Rev. John Y. Bacon  
914 Lower Mill Road  
Hixson, Tennessee 37343

Rev. W. Hugh Barber  
1100 Campus Circle  
Birmingham, Alabama 35204

John R. Baxter  
107 Snowden  
Sumter, South Carolina 29150

Rev. E. Zedoc Baxter  
P. O. Box 68  
Brundidge, Alabama 36010

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Bluemont, Virginia 22012

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871 Cheryl Lane  
Kankakee, Illinois 60901

Rev. Earl R. Black  
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Metropolis, Illinois 62960

Rev. William C. Blakely  
1148 Sena Dr.  
Metairie, Louisiana 70005

Rev. Paul W. Boone  
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Rocky Mount, North Carolina

Rev. Clarence Borger  
550 N. Park  
Valley Center, Kansas 67147

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Ocean City, Maryland 21842

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Hemlock, Michigan 48626

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132 Church St.  
Mckenzie, Tennessee 38201

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Fairmont, West Virginia 26554

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Trenton, Michigan 48183

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Bel Air, Maryland 21014

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Flemingsburg, Kentucky 41041

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4321 Cambridge  
Independence, Missouri 64055

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Oakland, California 94602

Rev. Jay M. Deak  
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Sunbury, Pennsylvania 17801

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Snyder, Texas 79549

Rev. Donald Dixon  
5918 Secor Rd.  
Toledo, Ohio 43623

Rev. Michael Dominick  
3502 W. Joliet Rd.  
La Porte, Indiana 46350

The Rev. Mr. Douglas R. Dowling  
34 South Church St.  
Oconomowoc, Wisconsin 53066

Rev. John A. Dusenberry  
550 West Main St.  
North Adams, Massachusetts 01247

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Milwaukee, Wisconsin 53209

Rev. David O. Ferguson  
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Center, Colorado 81125

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Casnovia, Michigan 49318

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Rye, New York 10580

Tom Grey  
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Chicago, Illinois 60645

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Harrington, Delaware 19952

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Rev. Donald Groves  
302 East Independence  
Shawnee, Oklahoma 74801

Rev. Argus J. Hamilton  
First United Methodist Church  
Corner of Cherokee & 5th Streets  
Bartlesville, Oklahoma 74003

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Morenci, Michigan 49256

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Atlantic Beach, Florida 32233

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Statesville, North Carolina 28677

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P. O. Box 187  
Glenn Dale, Maryland 20769

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Rock Island, Illinois 61201

The Rev. Michael Higgs  
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Chino, California 91710

Troy Holloway  
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Bellville, Georgia 30414

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Belzoni, Mississippi 39038

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Silver City, New Mexico 88061

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Dallas, Texas 75230

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Binghamton, New York 13903

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5350 Santa Monica Blvd.  
Los Angeles, California 90029

Charles R. Kiser  
3814 Illinois Ave.  
Louisville, Kentucky 40213

The Rev. Harold C. Knudsen  
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Denver, Colorado 80210

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Lancaster, Pennsylvania 17602

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Warren, Pennsylvania 16365

Steve Matthews  
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Dallas, Texas 75205

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Muncie, Indiana 47303

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Princeton, West Virginia 24740

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Campbellsville, Kentucky 42718

William R. McClarin  
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Covington, Tennessee 38019

Rev. Paul W. McConnell  
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Puyallup, Washington 98371

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Birmingham, Alabama 35204

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Mr. Lois Oren  
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Shepherd, Michigan 48883

Rev. Harrison L. Payton  
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Carmi, Illinois 62821

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Indianapolis, Indiana 46260

Robert Pollock  
7840 Ditch Rd.  
Indianapolis, Indiana 46260

Rev. Guy Pry  
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Wharton, Texas 77488

Rev. Richard Purnell  
40 Finger St.  
Saugerties, New York 12477

Rev. Ira Robinson  
P. O. Box 118  
Bastrop, Louisiana 71220

Rev. S. Andy Ray  
Pickins, Mississippi 39146

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4213 West 8th Ave.  
Birmingham, Alabama 35224

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151 N. Volutsia  
Wichita, Kansas 67214

Rev. Carl Schenck  
6th and Lincoln  
Wamego, Kansas 66547

Dr. LeRoy Sewell  
3rd and Carl Albert  
McAlister, Oklahoma 74501

Douglas Slaughter  
Box 125  
Pleasant Dale, Nebraska 68423

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Oklahoma City, Oklahoma 73106

Mrs. Wilmer Smith  
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Donald J. Snyder  
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Quinter, Kansas 67752

The Rev. Mr. Francis C. St. Amant  
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Brookfield, Wisconsin 53005

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Pine Bluffs, Wyoming 82082

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Stamford, Texas 79553

Mrs. Hazel Stullken  
Lakin, Kansas 67860

William L. Strickland  
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Talbotton, Georgia 31827

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Lawrenceville, Illinois 62439

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Nashville, Tennessee 37202

L. C. Troutt  
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Shelbyville, Tennessee 37160

James L. Tubbs  
Box 91  
Townville, Pennsylvania 16360

Dr. William M. Vaughan, Jr.  
Box 207  
Lexington, Tennessee 38351

Ward Wiers  
Box 158  
Washington, Michigan 48094

Rev. Charles D. White, Jr.  
203 South Highland St.  
Gastonia, North Carolina 28052

Rodney J. Warstler  
620 East Turkeyfoot Lake Rd.  
Akron, Ohio 44319

George W. Wattenbarger  
3515 S. Elizabeth  
Wichita, Kansas 67217

Rev. Leroy Watkins  
Box 626  
Carlsbad, New Mexico 88220

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

Rev. Raymond F. Wrenn  
Box 11367  
Richmond, Virginia 23230

Great Hall is upstairs in Registration Bldg.

214-521-0330  
Park Cities Inn  
Dallas

THE NATIONAL CONSULTATION on EQUITABLE SALARIES  
September 25-27, 1979

TUESDAY

Dean	10:00	Registration and Coffee	Wycliff Hall,
Quillian	12:30	Lunch <i>Pat Brown</i>	Highland Park UMC
	2:00	Assembly: "Support of Ministry in the Methodist Tradition"	Selecman Auditorium
Dean of Perkins School of Theology		Matthew Panel: Richard Heitzenrater Gates Hal Knudsen Bishop Eugene Slater	
	3:30	Coffee	
	3:45	Jurisdictional Group Sessions: "Concerns Which You Bring"	
Tom Hanson	6:30	Dinner <i>Kenneth's Election</i> <i>Ralph's Treasurer's Report</i>	
Selecman	7:30	Legislation Preparation Work Sessions	

WEDNESDAY

<del>Cox Chapel</del>	8:30	Morning Worship <i>Cyril Stone</i>	Highland Park UMC
Great Hall	9:00	Assembly: "Trends in Ministry" <i>Tom Trotter and Don Treese</i>	<i>Hand Out Salary Survey Sheet</i>
	12:00	Lunch <i>130 Pensioners - Hal Knudsen</i>	
	2:00	Presentation of "A Manual of Guidelines" <i>Keith Clarke</i>	
	3:00	Coffee	
3rd Floor Main Bldg.	3:15	A Choice <i>- Make Statement - "Not available for reelection"</i>	
		A. Legislation Writing	
		B. Operating the Commission	
	5:00	Jurisdictional Election of Executive Committee Members	331
Great Hall	6:30	Dinner <i>What's the Deal with Comm</i>	

THURSDAY

	8:00	<i>Organizing New Ex. Com.</i>	THURSDAY
Main Bldg 3rd Floor	8:30	Assembly <i>Kenneth Lambert</i>	Highland Park UMC,
		Adoption of Legislative Proposals	Zwingli
	10:00	Coffee	
	10:15	"Futuring" <i>Claus Rohlf</i> <i>Pat Flaherty</i>	
Sanctuary	11:30	Holy Communion: A Celebrative Fellowship <i>Jim Archer</i>	
Great Hall	12:00	Dinner and Adjournment	

Group experiences will be convened by members of the Executive Committee:

James H. Womack, Chairman	James D. Archer	Ralph Fellersen	Harold Knudsen
Patricia Brown	D. Keith Clarke	Patrick Flaherty	Kenneth M. Lambert
		Matthew H. Gates	James H. Womack
			<i>Cyril Stone</i>

*Kenneth to write memo to cut \$4,000 to \$0,000 for 1980*



# THE NATIONAL CONSULTATION ON EQUITABLE SALARIES

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

SEPTEMBER 25, 26, 27, 1979

## OPENING ASSEMBLY, REGISTRATION, LUNCHEON

Highland Park United Methodist Church  
(adjacent to S.M.U.)

Luncheon in the Great Hall, Tuesday September 25th  
at 12:30. Registration prior to lunch in the foyer of the  
Great Hall.

## TRANSPORTATION

Resources are available to provide transportation funds  
for one Delegate from each Annual Conference. Upon  
arrival in Dallas the designated person from each Annual  
Conference will be given a voucher to request reimburse-  
ment for the transportation costs. The additional Delegates  
should be provided transportation costs by their Annual  
Conference.

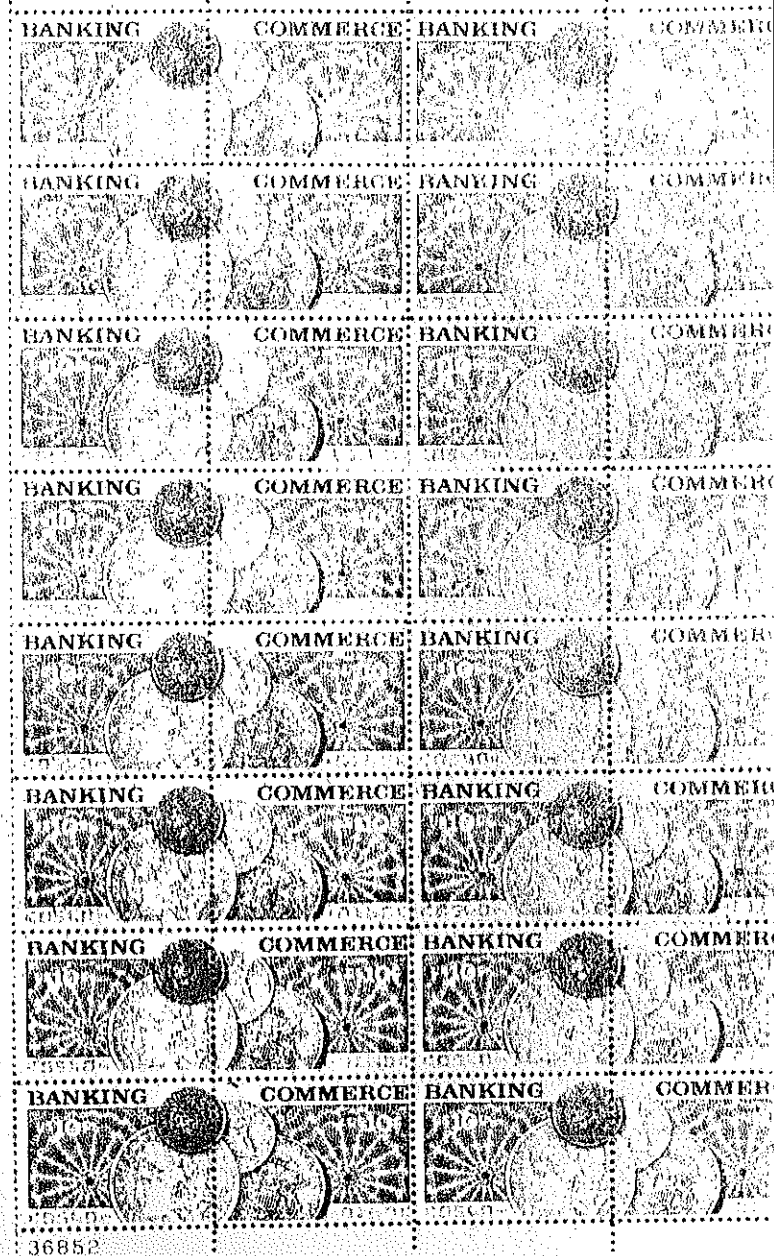
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*Park Cities Inn*

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SEPTEMBER 25, 26, 27, 1979

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SOUTHERN METHODIST UNIVERSITY  
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## THE EXECUTIVE COMMITTEE

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THE NATIONAL CONSULTATION ON EQUITABLE SALARIES  
September 25-27, 1979  
Perkins School of Theology, SMU, Dallas, Texas

TO ALL REGISTERED PARTICIPANTS:

Welcome to the National Consultation on Equitable Salaries meeting in Dallas, Texas, September 25-27, 1979. You will meet persons representing more than 50 Annual Conferences, General Board officers, Perkins School of Theology faculty members and other church leaders interested in the support of ministry in the United Methodist Church today. Perhaps you would like a few words about practical considerations in coming to the Consultation.

HOUSING

Our participants will be housed in two motels near the SMU Campus. YOU are scheduled for the one encircled below. Since we are staying two-to-a-room you may anticipate a roommate--the one you requested if such was noted or one who has been assigned to that room with you. Rooms should be available late in the morning on Tuesday for your occupancy. A few persons have requested accommodations for Monday evening. These have been reserved where the request was made with your reservation.

Park Cities Inn  
6101 Hillcrest  
214-521-0330

La Quinta Motor Inn  
4440 N. Central Expressway  
214-821-4220

GROUND TRANSPORTATION

The Dallas-Fort Worth Airport lies to the northwest of Dallas, a considerable drive from SMU. We would heartily recommend that you take the SUR-TRAN BUS into town. SUR-TRAN comes to any terminal where you will land for a maximum of convenience. Catch the bus marked NORTH CENTRAL EXPRESSWAY and ride it to the HILTON INN near SMU. Get off the SUR-TRAN at the Hilton. No, you are not staying at the Hilton, but we will have shuttle bus service to take you from the Hilton to the Motel where you will be housed. SUR-TRAN claims to run every 35 minutes from the airport, the trip to the Hilton takes almost an hour. We will attempt to meet every arrival at the Hilton on Tuesday morning. If you have a problem with ground transportation call KENNETH LAMBERT at the PARK CITIES INN, 521-0330, after your arrival in Dallas.

REGISTRATION AND OPENING SESSION

Registration will take place at HIGHLAND PARK UNITED METHODIST CHURCH, adjacent to the SMU campus, in the Great Hall/Fellowship Hall. Our shuttle bus will take you to the church after you have checked into the motel as it brings the next wave of arrivals from the airport. The registration desk will open at 10:00 A.M. on Tuesday and continue into the early afternoon, with name tags and coffee.

The initial session of the Consultation will be over lunch at 12:30 noon on Tuesday also in the Great Hall of Highland Park Church. The opening address will be made in this luncheon setting followed by a panel presentation.

ADJOURNMENT AND PLANS FOR DEPARTURE

The final experience of the Consultation will be over lunch on Thursday. You may assume final adjournment from lunch by 1:00 P.M. The shuttle bus will take you back to your Motel to check out and take you to the Hilton Inn to catch the SUR-TRAN bus for transportation to the airport. Plane reservations anytime in the afternoon of Thursday should be able to be met at your convenience. Any participants who desire to remain in their Motel rooms Thursday night should notify us at the time of arrival so that arrangements can be made for you.

INFORMATION CENTER

Any information needed before the Consultation should be addressed to KENNETH LAMBERT, 3511 Linkwood Drive, Houston, Texas 77025, phone 713-667-7574. Beginning Monday September 24, address inquires to Lambert at the Park Cities Inn, Dallas, phone 214-521-0330.

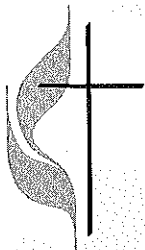
We look forward to seeing you in Dallas.

J-30 - ~~Right~~ <sup>it on</sup> ~~the~~ Hemanson Rd - Continue, (name changes  
to Easton Rd; to Garland Road, & (4-5 miles)  
left on Garland to Buckner Blvd. (8-1 mile)  
Right on Buckner to Woodbridge Lane (1.5 mi)  
left on Woodbridge to Hillcrest (4-5 mi.)  
Right on Hillcrest to 6101 Park Celebration,

# 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*



July 9, 1979

## 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: Executive Committee Members**  
**From: James H. Womack**  
**Re: Executive Committee Meeting**  
**2:00 P.M. September 24, 1979**  
**Dallas, Texas (Exact location later)**

## Ex-Officio

Bishop Jesse R. DeWitt  
Dr. F. Thomas Trotter

**BEAT THE TRAVEL CRUNCH - MAKE TRAVEL RESERVATIONS NOW !!**

Our meeting on the 24th. will be for the purpose of reviewing the final plans for the September 25-27th. meeting of the National Consultation. As time permits, we will also discuss budgeting for the next quadrennium.

The Dallas meeting plans are going very nicely. Kenneth Lambert, Matty Gates, Pat Flaherty and I met in Nashville on March 20-21st., and agreed on subjects, speakers, and scheduling, etc. Speakers have been confirmed, meeting arrangements have been concluded with Perkins and the motels, and negotiations for financing for our meeting have been concluded. Financial arrangements are as follows:

1. Travel reimbursement for one delegate from each conference,
2. Full expenses for Executive Committee members, and
3. Use of our own funds for miscellaneous expenses.

All of the agenda items for our meeting are important, of course, but the two that will be of greatest importance in the long run are, (1) By-Laws for the Consultation, and (2) Legislation for the General Conference. These are the ones that will really measure the caliber of our work. Please give both of these subjects some deep thought.

See you in BIG- D.

Cordially,

NATIONAL CONSULTATION ON EQUITABLE SALARIES

QUADRENNIAL MEETING

at

PERKINS SCHOOL OF THEOLOGY, SMU

Dallas, Texas

SEPTEMBER 25-27, 1979

- ..... Be a part of the only National meeting in the area of Equitable Salaries
- ..... Set three days apart on your calendar for a discussion on Salary Supplements in the decade of the '80's
- ..... Hear visionary insights into the shape of the church of the future based on data presently being gathered by the General Council on Ministries
- ..... Be a part of preparing legislative proposals for the 1980 General Conference which will lay the track on which your commission will run its program for the next Quadrennium

All of this and much, much more at the next National Consultation on Equitable Salaries meeting in Dallas, Texas, September 25-27, 1979.

Registration blank and reservation cards for the limited number of motel rooms adjacent to SMU will be sent to you in the next few weeks. Accommodations for only 150 persons have been secured, so contact the members of your Conference Commission on Equitable Salaries to see how many desire to attend.

For advance information contact Dr. Kenneth M. Lambert, 3511 Linkwood Drive, Houston, Texas, 77025.

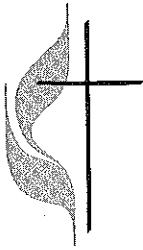
CONSULTATION DUES

Your Conference Commission should be a part of the sponsorship of the National Consultation! This association of Conference Commissions is supported by \$40.00 annual dues from each group. Did your Conference send its dues in 1978? Have you sent your 1979 dues yet? We need both of them to avoid a registration fee. Check your records and send your checks to Rev. Ralph Fellersen, Treasurer, 9 Ross Valley Dr., San Rafael, California 94901.

# 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 16, 1979

## 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

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

Dear Jim,

It is time for our committee to meet to perfect plans for the upcoming Consultation in Dallas later this year. Since you have secured an appointment with Tom Trotter in Nashville, we need to do some spade work in advance of that time. Therefore, I am calling a meeting of our planning committee in Nashville in the afternoon of Tuesday, March 20, 1979. We have an appointment with Dr. Trotter the next day, Wednesday March 21, from 1:00 to 3:00. This will enable us to explore our plans at length prior to our time with him and have formalized proposals to present to him.

Reservations have been made in your name at the Holiday Inn Vanderbilt beginning at noon Tuesday the 20th. Lets plan to stay the second night also, in the assumption that anything which arises from the session with Dr. Trotter can be best pursued at that time, thus forestalling the need of another meeting at a later date. Please make your travel plans to arrive by noon or soon thereafter on Tuesday and depart Thursday morning. If it develops that we are finished Wednesday evening we can amend our plans at that time. I find that it is easier to plan ample time at the beginning than to stretch the time available if circumstances call for it.

I will look forward to hearing from you by immediate return mail or phone, and will bring many new pieces of information to the meeting which will require our attention in planning for the Consultation.

Yours sincerely,

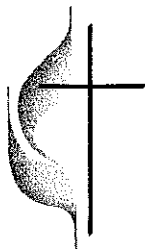
Kenneth M. Lambert

*Telephoned reply 2/22/79*

# 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*



October 15, 1979

## 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

## Conference Chairpersons, Commissions On Equitable Salaries

Dear Friends:

It is with pleasure that I announce to you (confirm, for those who were in Dallas) the election of the members of the Executive Committee for the next quadrennium. They are as follows:

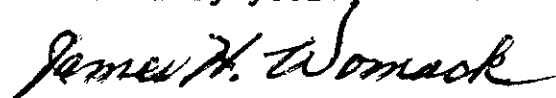
Dr. Kenneth M. Lambert, Chairman  
Dr. Patrick Flaherty, Vice Chairman  
Dr. D. Keith Clarke, Secretary  
Dr. Harold C. Knudsen, Treasurer  
Rev. James D. Archer  
Mrs. Patricia Brown  
Rev. Donald J. Cunningham  
Mr. Thomas Hanson  
Rev. Randall P. Luther  
Dr. LeRoy Sewell

The effective date of the change-over is November 1, 1979.

You have selected an outstanding group of committee members, and they, in turn, have selected a strong group of officers. I commend them to you, and I am sure that all of them will serve you well in the coming quadrennium.

We have seen the National Consultation develop from Ad Hoc status in Kansas City in 1975, to a fully recognized agency of our Church. To have had the opportunity of serving as your chairman during this period of growth is truly one of the most rewarding experiences of my life. My hopes and my prayers are with you for the continued success of your mission of service to our Ordained Ministers.

Sincerely yours,

  
James H. Womack



BOARD OF HIGHER EDUCATION AND MINISTRY



THE UNITED METHODIST CHURCH

DIVISION OF ORDAINED MINISTRY

Associate General Secretary  
Donald H. Treese

Directors  
Hector J. Grant  
Doris M. Jones  
Robert F. Kohler  
J. Richard Yeager

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

October 16, 1979

The Reverend Patrick Flaherty  
P.O. Box 248  
Morton, Illinois 61550

Dear Pat:

As I promised at the meeting of the Executive Committee of the National Consultation last month, I gave our Division as complete an overview of the developing relationship between our two bodies in recent years as I could. That set the context for my sharing with them the legislation that came from your Consultation using Par. 1525.8 as a model. The Division had a long discussion of past and current history and then took the following action, which I have enclosed with this letter.

Should you use the model of the National Association of Health and Welfare Ministries, that legislation indicates that the funding for that group comes from the participating bodies who are part of the national association. You will note that the Division recommends that your association explore similar funding possibilities for the future. This would be in line with the criteria the Division must follow in the allocation of funds to other groups.

The Division wishes to underscore its desire to maintain a close relationship with the National Consultation, but does question "general direction" as being an appropriate description of the cooperative relationship we feel the two groups should maintain.

I trust the legislation as it is offered to General Conference will be served a good hearing and result in the favorable vote that all of us desire.

Do you plan to offer your legislation as a petition from your group, or since it is in the area of financial administration, seek to ride it through that channel? With best wishes,

Sincerely,

Donald H. Treese

DHT/cas

cc: Dr. Kenneth Lambert  
Mr. James Womack ✓  
F. Thomas Trotter

BOARD OF HIGHER EDUCATION AND MINISTRY



THE UNITED METHODIST CHURCH

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*J. Richard Yeager*

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

Action on Legislation, NCES

The Division supports the National Association of Equitable Salaries in its effort to establish a National Association of Equitable Salaries following the model of the National Association of Health and Welfare Ministries as found in Paragraph 1525.8 of the 1976 Discipline.

The Division questions the legitimacy of assuming "General Direction" in the proposed association's "programming, leadership development, consultations, workshops, seminars" and the like.

Current Ministerial Education Fund legislation and DOM funding criteria preclude the Division's allocation of funds for administrative and program responsibilities of the proposed association. We would recommend that the association explore funding possibilities following the model of the National Association of Health and Welfare Ministries.

The DOM wishes to maintain a close relationship with the association and welcomes an opportunity to explore mutual concerns and define viable relationships.

Adopted by D.O.M.  
October 8, 1979





**BETHANY  
UNITED  
METHODIST  
CHURCH**

3511 LINKWOOD - HOUSTON, TEXAS 77025

Dear Everybody,

Thank you for participating in the National Consultation on Equitable Salaries in Dallas last month. The spirit and interest of the participants leads me to conclude that our thinking has matured somewhat in the past four years and that our efforts to be of service to ministers and churches through Commissions on Equitable Salaries has been both varied and productive. I trust that our programs will mature further from this sharing time.

We had three goals in the meeting: expanding our understandings of the task, learning more about how to do the job, and perfecting legislative proposals for General Conference which will help accomplish the first two. If the meeting was worth anything then it is worth the follow-up which begins now.

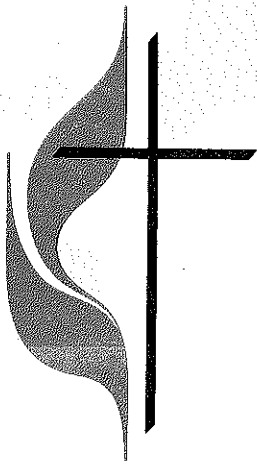
Enclosed are copies of two pieces of legislation which will be presented to the General Conference. We need your help in doing so. Please review these two pieces of legislation and do what you can to help in their adoption. You could initiate a petition from your Commission or your Conference. You could speak with delegates from your Annual Conference. You could solicit the support of your Bishop for the efforts being made here. If you are in Indianapolis you could help interpret these proposals. In no way are these intended to limit or restrict your own initiative or your own ideas. These are offered only to solicit your assistance in presenting our ideas with maximum impact on the legislative committee. Please take to heart this request for your help. While we will be sending petitions from the National Consultation, your additional contacts will prove to be invaluable. Don't "let George do it", YOU give us a hand, too. PLEASE!!

We are also enclosing a copy of the names and addresses of all persons who were in Dallas for the meeting. If you feel additional persons should be added to our primary mailing list for the coming year, please send those names to us.

I suppose that my address becomes the new office address for the Consultation. Please share your concerns and your insights with me and the other officers of the Consultation in the next few years. All of us look forward to working with you in coordinating the work which we hold in common.

Yours Sincerely,

Kenneth M. Lambert



# DAYTON NORTH DISTRICT

West Ohio Conference  
The United Methodist Church

DWIGHT E. LODER, Resident Bishop

DISTRICT OFFICE  
Bonnie Warner, Secretary  
601 W. Riverview Avenue  
Dayton, OH 45406  
(513) 222-6420

Elwood L. Rose  
Superintendent  
3763 S. Peters Road  
Troy, OH 45373  
(513) 335-4565

Richard W. Carson  
Program Assistant  
1333 Stockton Avenue  
Kettering, OH 45409  
(513) 299-2158

October 26, 1979

Dr. James H. Womack  
The United Methodist Church  
2143 Ferncliff Road  
Charlotte, N. C. 28211

Dear Dr. Womack,

I have somehow continued to receive mailings relative to the National Consultation on Equitable Salaries, even though West Ohio Conference now has a new chairperson: Rev. Donald Dixon, 5918 Secor Rd., Toledo, Ohio 43623. Please have your keeper-of-addressograph plates of whatever bring this up to date!

You will surmise from this letterhead a change wrought in my life this past Conference time. I'm missing the pastorate, and missing also my participation in our Conference Commission on Equitable Salaries.

And I missed being a part of the consultation in September. Let me again, from earlier participation, express a most sincere appreciation and admiration to you, personally, for your superb leadership. May your tribe increase!!

With warm regards,

Elwood Rose

ELR:bw

NATIONAL CONSULTATION EQUITABLE SALARIES

Financial Report

November 29, 1979

September 19, 1979 Balance Forward

\$6,302.49

INCOME:

Other Convocation Income

767.00

North Mississippi Dues

120.00

887.00

\$7,189.49

EXPENSES:

Patrick Flaherty phone calls

37.00

Highland Park UMC for meals

2,080.75

Park City Motel for rooms

1,569.00

Secretarial Expenses

61.73

Perkins School of Theology for copies

90.40

Chairman Womack Expenses

374.76

Refund Detroit Conference

25.00

Treasurer Expense

9.95

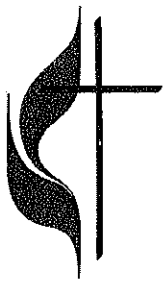
Keith Clarke advance to mail manuals

40.00

4,288.59

Balance Forwarded to new treasurer

\$2,900.90



# 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:

Nov 30, 1979

Dear Jim,

Greetings to you and Em. Appreciated  
your leadership for four years. Kindly had  
to step down, but, I do retire in 19 months.

Thought Dallas was a good session.  
Many were doing a great deal of talking about  
what they heard. And that's good.

Here is my final Treasurers report.  
I have sent all the books and funds  
to Hal.

Have a good Christmas season —

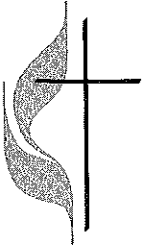
Blessings

Ralph

# 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*



December 18, 1979

## 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

Mr. Henry D. Coghill  
RD 1, Lakehill Road  
Burnt Hills, NY 12027

Dear Mr. Coghill:

Enclosed is the copy of the 1980 Minimum Salaries Schedules survey which you requested in your letter of December 13, 1979.

To the best of my knowledge, no study has been made regarding the small differential between salary for local pastors, and that for the seminary graduate. I believe the general approach is that we are setting a minimum salary at a subsistence level, and that the appointive system will take proper care of differentials in salary during the respective careers.

I have now completed my service stint with this group, and future correspondence should be directed to my good friend Dr. Kenneth M. Lambert, the newly elected chairman for the next quadrennium. His address is:

3511 Linkwood Drive  
Houston, Texas 77025.

My best wishes are with you in your work.

Sincerely,

James H. Womack

Enclosure



# The United Methodist Church

P.O. Box 29 — Burnt Hills, New York 12027

Phone: (518) 399-5144

Rowland S. Conklin, Pastor  
Elmer N. Haley, Associate Pastor  
Lynn Schoonbeck, Education Director

Parsonage:  
4 Parkwood Drive  
(518) 399-8014

December 13, 1979

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

Dear Mr. Womack,

Last year, Rev. Bryson Smith, District Superintendent to the Troy Conference, received a copy of your survey on Minimum Salaries-1979. This was most helpful in our deliberations on recommendations for the 1979-1980 year. I am requesting a copy of the report for 1980, so that I can distribute copies at our next Equitable Salaries Committee meeting on January 19, 1980.

I have one additional concern. There is very little differentiation for education in starting and minimum salaries. A pastor can have a high school education and satisfy a conference training program, receive an appointment at the same starting salary as a person who has invested in a bachelor's and master's degree. I don't see this as equitable compensation. Have you collected any information on this subject, and, do you have any recommendations for us to consider?

Thank you for your prompt attention to our request.

Sincerely,



Henry D. Coghill  
Equitable Salaries Committee  
Troy Annual Conference

HDC/j

cc - Rev. Bryson M. Smith  
Rev. Richard A. Marceau



NATIONAL CONSULTATION ON EQUITABLE SALARIES  
1976-1980

EXECUTIVE COMMITTEE

	<u>OFFICE</u>	<u>HOME</u>
The Reverend James D. Archer P.O. Drawer 700 Pinson, Alabama 35126	205-681-8348	205-681-6134
Mrs. Patricia Brown (Mrs. Tom, 11) 432 W. Saginaw Hemlock, Michigan 48626	517-642-8037	517-642-8037
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 <i>Chicago at Canal St.</i> <del>Monmouth, Illinois 61462</del> <i>Morton, Illinois 61550</i>	309- <del>734-4529</del> 261-7175	(309) 265-6234
The Reverend Matthew H. Gates 210 Boston Post Road Rye, New York 10580	914-835-2700	914-835-3080
Dr. Harold C. Knudsen 2200 S. University Blvd. Denver, Colorado 80210	303-733-3736	303-759-0256
Dr. Kenneth M. Lambert 3511 Linkwood Drive Houston, Texas 77025	713-667-7574	713-723-3974
Dr. Cyril Stone <del>P.O. Box 745</del> <i>P.O. Box 1155</i> <del>Livingston, New Mexico 88260</del> <del>Stamford, Texas 79553</del>	<del>505-396-3687</del> 915-773-2561	<del>505-396-4305</del> <del>505-396-4305</del> 915-773-3479
Mr. James H. Womack 2143 Ferncliff Road Charlotte, N.C. 28211	704-366-9636	704-366-9636

EX-OFFICIO

Dr. F. Thomas Trotter - General Staff P.O. Box 871 Nashville, Tennessee 37202	615-327-2700 (Mrs. Trotter)	
Bishop Jesse R. DeWitt - Episcopal Adviser 325 Emerald Terrace Sun Prairie, Wisconsin 53590	608-837-8526	608-244-9598

June, 1978

## CHAIRPERSONS

## CONFERENCE COMMISSIONS ON EQUITABLE SALARIES

NAME	ADDRESS	CONFERENCE
<u>NORTH CENTRAL</u>		
Rev. Francis C. St. Amant	<i>3665 Ventura Circle</i> P.O. Box 162 Marion, Wisconsin 54950	Wisconsin
<i>Rev. Alan J. Hanson</i> <del>Mrs. Patricia Brown</del>	<i>Brookfield 53008</i> <del>432 W. Saginaw</del> <i>111 East Main</i> <del>Hemlock, Mich. 48626</del> <i>44256</i>	Detroit
Mrs. Betty I. Clymer	250 Cedarwood Dr., Route 9 Lexington, Ohio 44904	E. Ohio
Rev. Earl Black	<del>509 Bryan Avenue</del> <i>Box 569</i> Garterville, Illinois 62918 <i>Metropolis, 62960</i>	So. Ill.
Dr. John L. Francis	First United Methodist Church 57 West 10th. Holland, Mich. 49423	W. Mich.
Rev. William D. Meddock	2125 Virginia Ave. Muncie, Indiana 47303	N. Ind.
<i>Mrs.</i> Rev. Dan Baker	20 Park Place Williston, N.D. 58801	N. Dak.
Rev. Peter Ramstad	<del>444 Larson St.</del> <i>Box 515</i> Hutchinson, Minn. 55350	Minn.
Rev. Elwood Rose	700 Erie Street Sylvania, Ohio 43560	W. Ohio
<i>Mrs.</i> Rev. Harry H. Patherom	544 30th. Ave. N. Clinton, Iowa 52732	Iowa
Rev. Leonard Sukut	432 59th. Street Downers Grove, Ill. 60515	N. Ill.
Rev. John Devries	<del>606 N. Commercial</del> <i>Rt. 1, Box 232 A</i> <del>Clark, S. Dakota</del> 57225 <i>Custer</i>	S. Dak.
Mr. Varnon Brann	620 Pearl Street Richmond, Indiana 47374	S. Ind.
Dr. Patrick Flaherty	Chicago at Carol St. Morton, Illinois 61550	Cent. Ill.

NORTH EAST

Mr. Stephen Brimigion	Board Of Global Ministries 475 Riverside Drive New York, N.Y.	New York
<del>Mr. Richard A. Keiser</del> <del>Mr. Norman Tiffany</del> <del>(Former Chairman)</del>	<del>1962 Penna Ave. R.D. #2</del> <del>P.O. Box 63</del> <del>Castle Creek, N.Y. 13744</del> <del>Binghamton 13903</del>	Wyoming
Rev. John A. Dusenberry	550 W. Main Street North Adams, Mass. 01247	So. N.Eng.
Rev. John Mendez	P.O. Box 304 Princeton, W. Va. 24740	W. Va.
Mr. Mark Kroehler	<del>3128 N. Duke St.</del> <del>7237 Bingham St. (?)</del> Philadelphia, Penn. 19111 <del>Laurelton, Pa. 17602</del>	E. Penn.
Rev. Darrell Huddleston	Pleasant Street Epping, N.H. 03042	New Hamp.
Rev. Randall P. Luther	<del>5th &amp;</del> Jackson Stg. Reynoldsville, Penn. 15851	W. Penn.
Rev. Jay M. Derk	217 Arch Street (3 Twig Lane) Sunbury, Pa. 17801	Cent. Penn.
Mr. Clifford Gross	10102 Reed Lane Ellicott City, Md. 21043	Baltimore
Dr. Joseph C. Bostick	<del>P.O. Box 88</del> <del>208 E. Main St.</del> Fruitland, Md. 21826 <del>Ocean City</del>	Peninsula
Rev. Jack Brewster	262 Summitt Hill Drive Rochester, N.Y. 14612	W. New York
Rev. Lawrence E. Moore	445 E. Main Street Moorestown, N.J. 08057	So. N.J.
Mr. David Wallis	49 Onida Avenue Dumont, N.J. 07628	No. N.J.
Rev. H. Everett Wiswell	8 Prospect Street Caribou, Maine 04736	Maine
Rev. William F. Rogers	<del>London + Maxwell Roads</del> <del>16 Hillcrest Drive</del> Ravens, N.Y. 12143 <del>Newtonville, N.Y. 12128</del>	Troy
Rev. Richard A. Northrup	308 South 4th. Street Fulton, N.Y. 13069	No. N.Y.
Mr. William R. Salisbury	15 Pebble Hill Road DeWitt, N.Y. 13214	Cent. N.Y.

~~Dr. Kent E. Kroehler~~  
~~P.O. Box 820~~  
~~Valley Forge, PA 19482~~

SOUTH CENTRAL

Rev. George W. Martin 1100 Central Little Rock  
Hot Springs, Ark. 71901

Rev. Frank R. Clemmons P.O. Box 266 N. Ark.  
Beebe, Ark. 72012

*Tim Truman*  
~~Rev. Harvey L. Ozmer~~ 1800 W. Randel Mill Rd. Cent. Texas  
Arlington, Texas 76012

~~Rev. Thomas Shipp~~ P.O. Box 7164 N. Texas  
Dallas, Texas 75209

Dr. Kenneth M. Lambert 3511 Linkwood Drive Texas  
Houston, Texas 77025

Rev. Carl L. Schenck 6th. & Lincoln Kansas E.  
Wamego, Kansas 66547

Rev. George Wattenbarger ~~11 Detroit~~ *3518 S. Elizabeth* Kansas W.  
~~South Hutchinson, Kan. 67505~~  
*Wichita, 67217*

Rev. Ira Robinson P.O. Box 118 Louisiana  
Bastrop, La. 71220

Rev. Robert B. Carpenter % Methodist Children & Missouri E.  
Family Services  
110 N. Elm  
Webster Groves, Missouri 63119

Rev. H.J. Hudson, Jr. 1332 W. Broadway Missouri W.  
Sedalia, Missouri 65301

Rev. Clarence R. Campbell P.O. Box 293 Nebraska  
Aurora, Nebraska 68818

Dr. LeRoy Sewell *Carl Albert + 3rd* ~~131 N.W. 4th.~~ Oklahoma  
*NE Alister* ~~Oklahoma City, OK. 73102~~ *74501*

Rev. Clifford Hutton 300 W. College *Ave.* New Mex.  
Silver City, N.M. 88061

Mrs. Wilmer Smith Route 1, Box 46 N.W. Texas  
Wilson, Texas 79381

Rev. Darrel D. Gray 2140 Allandale S.W. Texas  
Austin, Texas 78756

Mr. Josue Gomez 2320 Brookmere Rio Grande  
Houston, Texas 77008

~~Rev. Samuel P. Auslam~~ P.O. Box 2958  
Lubbock, Texas 79408

~~Dr. Duane Bruce~~ *4209 N.W. 23rd St., Suite 114*  
*Oklahoma City, OK 73107*

SOUTHEASTERN

<del>Rev. J. Lamar Brown</del>	<del>2001 W. 11th Street</del> Panama City, Fla. 32401	Ala.-W. Fla
Mr. Thomas Hanson	<del>3822 Hermitage Road E.</del> Jacksonville, Fla. 32211	Florida
Rev. John Y. Bacon	P.O. Box 45 Hixson, Tenn. 37343	Holston
Rev. Glenn L. Courts	117 W. Main Street Flemingsburg, Ky. 41041	Kentucky
Dr. Charles R. Kiser	<del>306 High Street</del> Vine Grove, Ky. 40175	Louisville
Rev. John B. Clarke	P.O. Box 481 McKenzie, Tenn. 38201	Memphis
Rev. W.R. Derment	P.O. Box 845 Lucedale, Miss. 39452	Mississippi
Rev. James D. Archer	P.O. Drawer 700 Pinson, Ala. 35126	N. Ala.
Mr. Grier Garrick	624 New Bridge Street Jacksonville, N.C. 28540	N. Car.
Rev. Dan H. Maxey, Jr.	<del>4794 Tanglewood Lane</del> Forest Park, Georgia 30050	N. Georgia
Rev. William Appleby	P.O. Box 523 Louisville, Miss. 39339	N. Miss.
Mr. John R. Baxter	107 Snowden Sumter, S.C. 29150	S. Car.
Rev. Donald M. Kea	2200 Dawson Road Albany, Georgia 31707	S. Georgia
Rev. Herman Yates	P.O. Box 419 Greenbrier, Tenn. 37073	Tennessee
Mr. Ernest C. Betts, Jr.	Rt. 1, Box 333A Bluemont, Va. 22012	Virginia
Mr. James H. Womack	2143 Ferncliff Road Charlotte, N.C. 28211	W. N. Car.
Rev. L.C. Teout	P.O. Box 184 Shelbyville, Tenn. 37160	<del>Red Bird</del>

~~Dr. Thomas Mitchell~~  
~~P.O. Box 3767~~  
~~Lakeland, Fla. 33802~~

~~Rev. William W. Shorman, Jr.~~  
~~P.O. Box 10955~~  
~~Raleigh, N.C. 27605~~

WESTERN

Rev. Don Cunningham	2352 Broadway Oakland, CA 94612	Cal.- Nev.
Rev. Delbert P. Remaley	168 S. University Blackfoot, Idaho 83221	Ore.- Idaho
Rev. Paul W. McConnell	P.O. Box 489 Puyallup, Wash. 98371	Pac.- N.W.
Rev. Michael <sup>Higgs</sup> <del>Hipps</del>	12909 Sixth Street Chino, CA 91710	Pac.- S.W.
Rev. Janet M. Sumner	P.O. Box 29256 Thornton, Colorado 80229	Rocky Mtn.
Rev. Sigurd E. Burch	<del>302</del> <sup>304</sup> 3rd. St. W. Roundup, Wyoming 59072 <i>Mortons</i>	Yellowstone
Mr. John Kirkman	5250 Santa Monica Blvd. Los Angeles, Cal. 90029	(Conference Treas.)

Jim:

I have not called because  
things are so imprecise.

It all looks good, but  
fuzzy. Wayland has still  
not talked to Truse and  
is non-committal until 1.6.80.

Hope you can come to Chicago  
for the meeting.

Kenneth

Received.  
Replied by letter  
on 2/6/80.

# BETHANY UNITED METHODIST CHURCH

KENNETH M. LAMBERT  
Pastor



February 1, 1980

Dear Everybody,

Here it is!

The conversations with Dr. Ewing Wayland and Dr. John Norwood of the Council on Finance and Administration have proven to be very productive. While there is no formal relationship to be reported between our organization and the Council at this time it is apparent that a rich working relationship has already emerged and a clearer form of that relationship will develop shortly.

This brings us to our Executive Committee meeting. It seems wise to meet in Chicago at the offices of CFA so that we can grow increasingly acquainted with both the men with whom we will be working and the CFA operation. Schedules are tight. We have set noon-to-noon meeting for Thursday-Friday, February 21-22, 1980 in Chicago. If there is anyone for whom this schedule presents an irreparable conflict, please call me TODAY. I am not sure much can be done, but we would be willing to attempt some urgent adjustment.

The arrangements will be as follows. John Norwood will arrange for us to be housed at the Skokie Hilton in the town of Skokie. The limousine serves this hotel, leaving the airport at 15 minutes before every hour at a cost of \$4.50 each way. Our meeting will begin promptly at noon on Thursday, so make every effort to get in a bit early and be ready to begin to work at a luncheon gathering. If possible please make your travel arrangements to arrive early and leave late. "Noon to noon" can be stretched as much as our personal schedules will permit. Most of our meetings will be held at the CFA offices in Evanston. We will get more details to you as they evolve. TODAY please call me or send a card telling me that you can make the meeting!!!

We will be in touch.

Yours sincerely,

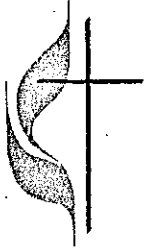
Kenneth M. Lambert



# 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*



New Address:

*Letter 1-615-327-2700*

Bethany United Methodist Church  
3511 Linkwood  
Houston, Texas 77025  
713-667-7574

December 28, 1979

TO THE MEMBERS OF THE EXECUTIVE COMMITTEE

DEAR EVERYBODY:

Some sage wrote long ago, "there's many a slip 'tween the cup and the lip." And that is where our proposed Executive Committee of January 7, 8, 9 is -- in that slip. As of this writing the meeting will need to be postponed a few weeks.

We have been advised by Don Treese that the Board of Higher Education and Ministry in their formal meeting in October, 1979, has taken the position that the existing relationship between the National Consultation on Equitable Salaries and that Board is not consistent with the primary purpose of that Board. To that end, they are heartily encouraging us to develop an independent status and have not included our work in their budgeting for 1980.

I have contacted Dr. Treese and expressed my concern that we are in a rather "high and dry" position, having adjourned our organization with no plan for funding our work independent of support from the Board of Higher Education and Ministry. I requested some minimal "interim financing" to convene the Executive Committee and to aid our addressing the General Conference. They granted this non-renewable request in the amount of \$3,000.00. Therefore, there is a little money, but it is very limited.

Pat Flaherty and I have discussed the question of whether we need to establish some kind of relationship with the Council on Finance and Administration, whether that be structural or simply an identity in their eyes. I have talked with Dr. Ewing Wayland at CFA on this issue and have found him responsive to our need for some kind of relationship to the structures of the church. I am to see him in Houston on January 15, 1980, to explore what the relationship might be. It is my opinion that we should wait on the meeting of the Executive Committee until that exploration has progressed to some predictable conclusion so that we have a basis on which to make plans.

## 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

December 28, 1979

Please do me two favors: (1) Tell me how you feel about possible relationships with CFA and what those might conceivably be. Please understand that I have no power to perfect any such relationships - only to explore them and present them to you for your action. Indeed Dr. Wayland will be similarly limited by that Council. (2) If you feel that there would be value in our Executive Committee meeting in Houston while Dr. Wayland is here for his other meetings and possible meeting with him at that time, please say so. He and I both share the opinion that our discussion will be a rather meandering one and that our Committee might more profitably meet later after there are some real proposals to consider. I want to know whether you agree with that procedure or would prefer another one.

While we are at it, let's consider possible dates to get together. Please take your calendar in hand and identify three-day periods between January 20 and March 1 when you could be available. Depending upon your own circumstance tell me "I can" or "I can't" meet on this or that date. My hunch is that things will begin to happen very rapidly and that we will seek the earliest possible date in late January or early February. Unless there is a desire to meet with representatives of CFA, there is no apparent restriction on the choice of a site, other than cost. If you have an opinion or a preference as to the city in which we gather, I am open to your suggestions.

I trust that each of you had a blessed Christmas and anticipates a joyous and meaningful New Year. I look forward to seeing you early in it and to working with you throughout it.

Your sincerely,



Kenneth M. Lambert

# Church salary group seeks national spot

By SHARON MIELKE  
Senior Staff Writer

DALLAS — A "grass-roots" movement reaching for its place in the sun of United Methodism vowed here last week to ask General Conference for recognition as the National Association of Equitable Salary Commissions.

About 110 representatives from 55 annual conference commissions of equitable salaries said they believe there should be a spot in the church system where they could work out their common problems. The commissions are charged with recommending minimum ministerial salary schedules and administering supplemental funds for salary when a local church can't pay the minimum.

Other avenues for gaining national status were considered and abandoned. An "association" offers both recognition and independence, they said. As proposed here, the association would be "under the general direction" of the Division of the Ordained Ministry of the Board of Higher Education and Ministry.

Meeting for the second time as a

"national consultation on 'equitable salaries' since 1972 — when the General Conference changed the name of the annual conference commissions, but not their job description, from "minimum salary" to "equitable" — participants received for the first-time ever a manual of guidelines for annual conference commissions. The expectation is that it will move them to more uniformity of purpose and administration, according to Rev. Keith Clarke, a West Virginia district superintendent who is also a leader of the movement.

A sensitive issue for the commissions is to avoid intruding into the autonomy of the local church, said the Rev. Kenneth Lambert of Houston. "The primary responsibility for funding the ministry is in the local charge. The people there provide the evaluation and set the salary. But we think that local churches could use some help in thinking about equity. In an advisory capacity, the Equitable Salary Commission can help local churches in providing ministerial leadership as well as administering funds to fill some gaps," he said.

## Preachers' salaries said age-old problem

TM/UMR Staff Special

DALLAS — Problems with paying preachers today could all be anticipated in the early days of Methodism under John Wesley's administration, according to the man who first decoded the diaries of the church's founder.

Dr. Richard Heitzenrater of Perkins School of Theology said Wesley soon encountered the perennial problem of popular preachers getting the most money. Mr. Wesley countered this by moving to an allowance system, the professor told annual conference representatives meeting here to discuss today's problems with ministerial compensation as members of annual conference Equitable Salary Commissions. (See story on this page.)

"Wesley never told his preachers to 'make all you can' in the ministry," he said with a chuckle. Rather, he said, Wesley's general rule was that provision should never be either an impediment to ministry or give rise to the belief that the minister is growing rich by the Gospel.

Dr. Heitzenrater said that each of the organized classes was asked to pay a penny a week into a travelling preacher's fund, starting in the 1740s when the first full time lay preachers were recruited. Another method was known as "quarterage" whereby a person paid a shilling each quarter as a member of a class.

"There was nothing like a collection during worship," the professor said.

Wesley sometimes dipped into his own pocket to help out his preachers, but also supported them in other ways. He travelled to visit his preachers and carried on extensive correspondence by letters. Educational support was another method as the preacher's "conferences" held regularly were really conversations with Wesley on discipline and doctrine. Also, publishing his sermons and notes were often specifically for the aid of the preachers — a sort of "plumb-line" or guide.

While the professor offered a historical view, Bishop Eugene Slater (retired) gave an administrator's view. He said, "I wish I could say salary was not as important in the minds of ministers as it is."

The bishop said he liked the idea of "equity" in salaries as fitting into claims to be a covenantal community in the UM ministry. "If we don't attain a larger measure of justice in our UM ministry, it will be hard to witness to justice concerns in the secular world," he said.

Continuing to lift the minimum salary level, he believes, is one way to close the gap and is the best strategy available.

The trend of the last 10 years to increase steadily minimum salaries is also a problem, however, said the Rev. Harold Knudsen, Denver, treasurer of the Rocky Mountain conference. He said that because differentials between the minimum and the maximum are much less little value is put on experience.

**1980 MINIMUM SALARY SCHEDULES  
AND RELATED INCOME DATA**

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ANUAL CONFERENCE	MINIMUM SALARY SCHEDULES - BASE				OTHER ITEMS ADDED			CONF. LIMITATION	AMT. BDGTD. 1979	AVERAGE		DIST. SUPT. SALARY - BASE
	CM	PM	AM	LP	UTILIT.	TRAVEL	INSURANCE	ON SALARY SUPPORT		SALARY		
Ala.-W. Fla.	\$10,900	10,900	9,600	9,000	0	0	0	25%	\$125,000	79	\$14,628	\$25,000
Baltimore *	9,400	9,400	9,400	9,400	All	\$1,800	0	50% + travel	240,000	80	13,876	20,000
Cal.-Nevada*	8,658	8,658	8,658	8,658	\$600	\$1,900	\$177-1109	0	120,000	80	13,852	20,700
Central Illinois	10,500	10,500	-	9,475	0	15¢/M	680	20%	25,000	78	16,012	24,800
Central N. Y.	9,650	8,750	9,150	8,150	0	12¢/M	0	0	30,000	78	13,310	17,191
Central Penn.*	10,260	9,720	9,612	9,180	0	1,500	Med & Life	0	55,000	78	12,270	20,200
Central Texas	9,000	7,600	7,600	6,000	0	0	50%	\$2,640	16,852	79	14,400	26,432
Detroit*	11,300	10,800	-	10,300	All	\$2,000	Full Health	0	119,900	78	14,326	22,400
East Ohio	9,600	9,600	9,600	8,875	All	15¢/M	?	0	244,090	80	14,103	21,155
Eastern Penn.*	9,450	9,250	9,000	8,200	All	18¢/M	Med & Life	0	170,000	80	13,934	21,800
Florida	10,640	10,340	9,440	9,140	All	0	Med.	\$3,900	341,750	79	15,000	28,832
Holston*	10,500	10,100	9,650	9,000	0	0	0	0	235,000	79	14,054	22,367
Kansas East*	9,500	9,500	9,500	9,500	0	12¢/M	HMEP	3,800	85,402	-	-	20,000
Kansas West	10,300	10,300	10,300	10,300	0	Yes	\$698	20%	22,000	78	14,417	NA
Kentucky *	10,000	10,000	8,000	7,000	0	0	½ HMEP	3,000	80,000	79	12,625	19,620
Louisiana	11,000	11,000	11,000	11,000	0	0	½ Hosp	40%	25,000	79	12,099	27,400
Louisville	10,000	10,000	9,000	8,000	0	0	0	0	100,000	79	12,693	20,600
Maine	9,400	8,400	8,400	8,000	All	0	½ Med	0	14,000	78	11,677	15,200
Minnesota*	10,100	10,100	-	9,090	0	17¢/M	860	0	83,000	79	15,663	21,115
Missouri-East	10,156	Negot	Negot	Negot	0	0	½	2,500	50,000	79	12,695	18,281
Missouri-West	9,000	7,700	9,00	6,500	NA	NA	NA	40%	110,000	79	12,716	20,126
Nebraska	11,800	11,800	10,500	9,500	0	\$1,800	0	\$2,360	16,000	77	14,037	21,477
New Mexico	10,000	10,000	9,400	9,100	0	Yes	0	0	55,000	79	15,430	N/A
New York*	10,698	10,383	10,698	10,069	0	1,200	0	0	200,000	79	13,875	20,134
North Alabama*	11,000	11,000	9,000	8,000	0	0	0	0	149,876	78	13,220	26,235
North Arkansas	8,200	8,200	8,200	8,200	0	0	0	50%	76,000	80	12,300	-
North Indiana*	8,815	8,575	8,575	8,200	All	All	½	0	16,600	79	15,314	-
North Carolina*	8,800	8,800	8,800	7,800	1,500	1,000	\$988	0	220,000	80	14,005	25,548

**1980 MINIMUM SALARY SCHEDULES  
AND RELATED INCOME DATA**

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ANUAL CONFERENCE	MINIMUM SALARY SCHEDULES - BASE				OTHER ITEMS ADDED			CONF. LIMITATION		AMT. BDGTD. 1979	AVERAGE SALARY		DIST. SUPT. SALARY - BASE	
	CM	PM	AM	LP	UTILIT.	TRAVEL	INSURANCE	ON SALARY	SUPPORT					
North Georgia	12,000	11,200	11,500	9,800	0	0	0	\$3,500		NA	79	13,597		26,044
N. W. Texas*	8,500	8,500	7,200	7,000	0	12¢/M	\$571	\$2,000		90,540	80	14,439		25,000
Oklahoma *	7,200	7,200	7,200	6,300	0	0	0	0		125,000	79	13,662		21,723
Pacific N. W.	12,386	12,386	12,386	12,386	0	\$875 Max	0	0		156,007	78	13,657		21,823
Pacific S.W.*	10,668	10,668	10,668	10,668	\$600	\$900	\$591	1/3		337,000	78	14,063		24,000
Peninsula	10,200	-	-	8,000	0	0	?	0		30,000	79	13,637		22,500
Rocky Mountain	10,300	-	10,300	10,300	0	\$1,200	0	0		49,769	80	14,954	18,600	19,850
South Carolina	12,250	11,082	11,002	9,577	0	0	0	0		250,000	79	14,212		19,795
South Georgia*	11,000	9,600	9,600	9,000	0	0	0	0		75,000	80	15,087		22,660
So. New England*	10,979	10,979	10,979	9,759		0	\$1,248	\$2,000		49,000	78	12,472		19,255
So. New Jersey	9,950	9,350	9,950	8,850	0	0	0	0		40,000	80	14,122		21,183
Tennessee	10,500	0	9,500	8,500	0	0	½ Med	\$2,500		130,000	79	13,500		23,000
Virginia	11,200	10,200	10,200	9,400	Heat	0	\$1,025	0		250,000	78	13,758		20-32,000
W. Michigan	10,800	9,260	9,260	8,490	0	\$1,700	\$1,200	0		45,000	80	15,436		21,300
W. Ohio*	10,000	9,600	9,600	-	0	0	0	0		110,000	78	14,012		24,500
W. Virginia	10,928	10,928	9,608	9,053	0	0	0	30%		186,000	79	13,049		21,206
Western N. C. *	10,800	10,600	10,400	10,200	0	17¢/M	\$495	40%		300,000	79	13,883		25,300
Western Penn.*	9,900	9,500	9,700	8,700	0	\$1,200	Lif/Med	0		65,000	79	13,480		21,200
Wisconsin*	10,900	10,900	10,900	9,580	All	\$800+	Group Ins	0		145,000	80	14,795		19,260
Yellowstone*	10,825	10,475	-	9,950	Acual	Yes	0	\$1,750		27,500	79	12,504		14,400

\* 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 \$2,700.

\*\* 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 1980 unless otherwise indicated.

National Consultation on equitable salaries

September 1979

PROPOSED LEGISLATION FOR 1980 GENERAL CONFERENCE

1. There shall be in each Annual Conference a Board On Equitable Salaries composed of an equal number of lay and clergy persons including at least one lay and one clergy from churches of fewer than 200 members, providing that no member may come from a charge that is receiving salary support from Conference or Church agency. The members shall be nominated by the Conference Nominating Committee, and elected by the Annual Conference. The board shall be directly amenable to the Annual Conference.
2. The board shall carefully study the number and extent of the needs for additional pastoral 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 condition, number of dependent children in pastor's family, and other variants the Conference may direct.
3. This schedule of minimum salaries shall be observed by the bishops and district superintendents in arranging charges and making appointments.
4. The Board On Equitable Salaries shall present its estimate of the amount required to comply with the schedule of minimum salaries for the pastors, as adopted by the Conference, to the Conference Council On Finance And Administration, which shall apportion the amount as an item of ministerial support to the districts or the charges as the Conference may direct.
5. The Equitable Salary Fund, secured as described in section 4, shall be used to provide each pastor who receives less than the minimum salary with an additional amount sufficient to make the salary approved by the pastoral charge plus the supplemental salary 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 Annual Conference to set a maximum amount to be used in attaining such minimum salary in any given case. All funds from all agencies of the church that are used to supplement the salary paid by the charge shall be administered by the Board.
6. The Board On Equitable Salaries shall see that the amounts for minimum salaries are collected and disbursed.
7. Consistent with the provisions of this paragraph, the primary responsibility for the payment of pastoral salaries remains with individual pastoral charges.
8. On recommendation of the Board 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, such situations being for New Church Situations, Innovative Ministries, Minority Churches, etc., etc.

9. The Board shall suggest to the Annual Conference for its consideration equitable salary ranges for the pastors appointed to charges paying above the minimum schedule, and the Annual Conference may recommend such equitable salary ranges to the charges for their consideration. Funds from the Equitable Salary Fund shall not be used to supplement salaries for charges that pay less than the recommended amounts so long as they are above minimum schedule.
10. The pastor of a local charge shall be reimbursed monthly by the charge for travel incurred in the performance of pastoral duties. The reimbursement for travel shall be by voucher submitted by the pastor to the charge treasurer for actual miles traveled, however, the charge may set a limit on the amount of travel which they shall require to be done. The mileage rate of reimbursement shall be the same as that used by the Conference for its Staff Employees, and the definition of travel shall be that which meets the requirements set by the Internal Revenue Service. Expense for travel reimbursement shall be considered as a charge operating expense, and shall not be considered a part of salary.