

## Commission on Equitable Compensation

Chairperson/Leader: Greig Crowder  
Information Only

### SECTION I

The Annual Conference has adopted the following formula for Minimum Salaries in the North Indiana Conference.

Minimum Salaries for Full Time Elders, Associate/Probationary Members and Local Pastors shall be 60%, 58%, and 55% of the Denomination Average Compensation for the same year.

This formula results in the following recommendations for 2009:

<u>Status</u>	<u>Percent of DAC (56,044)</u>	<u>Dollar Amount</u>
Full Elder, Full Time	60%	\$34,937
Associate and Probationary Members, Full Time	58%	33,771
Full Time Local Pastors	55%	32,024

This results in a 3.8% increase for 2009.

### SECTION II

2009 Minimum Salaries are based on the following guidelines:

1. Guidelines based on previous action by the Annual Conference.
  - a. Total Compensation includes the actual amount paid to the pastor and any additional benefits, such as the pastor's share of pension, social security, group insurance, life insurance, or any other benefit found on the Clergy Compensation Worksheet.
  - b. Monies for travel, professional expenses, continuing education, etc., are to be negotiated, budgeted and paid to the pastor using an Accountable Reimbursement Plan.
  - c. Where the church provides a parsonage, utilities are to be provided by the congregation in addition to salary.
  - d. Where the church does not provide a parsonage, **THE CHURCH WILL PROVIDE** a housing allowance. The housing allowance should provide amounts to be used towards housing and utilities.
  - e. Business Mileage will be reimbursed by the churches at the IRS rate, currently at 48.5 cents per mile.

2. Deacons

1 According to *Discipline* P331.14b, "Deacons whose primary field of service is  
 2 within a local congregation, charge or parish shall be eligible to receive a  
 3 minimum salary based on the same scale used for elders under the Annual  
 4 Conference policy. The schedule for full members must apply to both elders and  
 5 deacons who are probationers. Deacons do not have a claim on the Equitable  
 6 Compensation Funds of the Annual Conference. The salary-paying unit is  
 7 obligated for her/his compensation.  
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### 9 **SECTION III**

#### 10 **Emergency Aid and Minimum Salary Support**

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- 12 1. We believe that the current balance in the Equitable Compensation Fund is sufficient to  
 13 be disbursed by the Cabinet under the direction of the Commission on Equitable  
 14 Compensation (PP623.9) to meet situations where financial assistance is needed for  
 15 pastoral leadership.  
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  - 17 2. The Martha Ray Fund  
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    - 19 a. The purpose: Earnings from the principal of the Martha Ray fund may be used  
 20 for medical and hospital expenses for families of ministers of the conference  
 21 (local pastors, associates, probationary and full members and surviving spouses).  
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    - 23 b. Applications: Steps for applying for assistance from the Martha Ray funds are as  
 24 follows:  
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      - 26 (1) Applicant or member of the family must apply through the District  
 27 Superintendent.  
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      - 29 (2) Application must be approved by the Cabinet upon recommendation of the  
 30 District Superintendent.  
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  - 32 3. The Methodist Hospital Discount Program  
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34 In 1990 the Methodist Hospital in Indianapolis initiated a discount program for pastors  
 35 and their families. It states, "If you, or a member of your family, are hospitalized at  
 36 Methodist Hospital, our finance division will discount the deductible portion of your bill  
 37 remaining after payment from your insurance company." This program covers all  
 38 hospital-related expenses, but not charges by physicians or for contracted services, such  
 39 as radiological interpretation.  
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### 41 **SECTION IV**

#### 42 **Affirmative Action**

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 44 "Equality in the appointment process ultimately is reflected in the salary levels; therefore, we  
 45 affirm that all clergy members of the Annual Conference, regardless of race, sex or marital  
 46 status, should benefit equally in the appointment process."