

RESOLUTION #2021 - 08

RESOLUTION TO 2021 ANNUAL CONFERENCE SESSION

Resolution Regarding Equitable Compensation Recommendation for 2022

Presented by Commission on Equitable Compensation

WHEREAS, it is a mandate of the Commission on Equitable Compensation to support clergy serving as pastors in the charges of the Annual Conference by recommending conference standards for pastoral support (§625.2(a), 2016 *Discipline*), and

WHEREAS, the Commission is charged with annually recommending to the Annual Conference a schedule of minimum base compensation for all full-time pastors or those clergy members of the annual conference appointed less than full-time to a local church, subject to such rules and regulations as the conference may adopt (§625.3, 2016 *Discipline*), and

WHEREAS, the Commission seeks to address the concerns of clergy compensation and recognize the economic difficulties encountered by churches,

WHEREAS, the Commission seeks also to address the financial needs of clergy, we evaluate the realities of the current financial environment, including the COLA (Cost of living adjustment) established by the Social Security Administration,

THEREFORE, BE IT RESOLVED that the Annual Conference establish the minimum starting salaries reflecting a 1% increase for 2022. The schedule for persons under appointment in the local church for 2022 shall be as follows:

THEREFORE, BE IT RESOLVED, that the Eastern Pennsylvania Annual Conference of the United Methodist Church establishes the minimum base salary for persons under appointment in the local church for the year 2022 as follows:

a) Elders and Deacons in Full Connection	\$44,407
b) Commissioned toward Deacons and Elders under full-time post-seminary appointments.....	\$42,090
c) Associate Members.....	\$41,207
d) Full-Time Local Pastors	\$39,005

BE IT FURTHER RESOLVED, that to arrive at the minimum cash salary for each pastor, the required service year increments will be added to the appropriate base listed above in the amount of 1% of the pastor's base salary for each year of service under appointment, whether part time or full time, for a maximum of 20 years; and

BE IT FURTHER RESOLVED, that each church or charge, in recommending increases, consider increases above the minimum cash salary, and that Pastor/Staff-Parish Relations Committees particularly take note of such areas as education, experience, skills, commitment, amount paid by clergy to Social Security as self-employed persons, family needs, and payment of health insurance; and

BE IT FURTHER RESOLVED, that any amount provided as a housing allowance is not to be considered part of the minimum cash salary as set forth in this resolution (§252.4(e), 2016 *Discipline*); and

BE IT FURTHER RESOLVED, that if a church or charge cannot meet the standard of support for a full-time pastor, the Cabinet will be notified as soon as possible and appropriate action taken by the Cabinet (§624.1, 2016 *Discipline*).

Person Responsible for Presenting Resolution: Lou Hornberger