

Local Church Requirements How To Apply For Equitable Compensation:

To be eligible for Equitable Compensation local church must:

- Have an average worship attendance of at least 45.
- Conduct an every member stewardship program each year.
- Increase the amount the local church is paying toward the pastor's compensation by at least 10% each year.
- Adopt an accountable reimbursement plan for a pastor's professional expense which is at least 13% of total compensation.
- Paying its apportionment with World Services/Conference Apportionment in full.
- Pay the Pastor's health insurance and pension direct billing per the policy of the Annual Conference.
- Failure to comply with any of these conditions must be explained in writing by the district superintendent.
- Support shall not exceed 30% of the "Minimum Compensation" amount. Maximum of 3 years support.

Standardized Submission Format

- District Superintendent cover letter
- Request Form initiated by PPRC signed by Finance Chair, Pastor and DS
- Previous or Current year's financial statement including revenue, expenses and funds on hand for the charge.
- Charge's vision or goals for the forthcoming year
- Copy of forthcoming budget

Incomplete request shall be returned for completion.

Vacation and Continuing Education

Rio Texas Conference recommends that each minister in the conference be allowed the following minimum vacation time: (all weeks include Sundays)

- 0-7 years under Episcopal appointment (exclusive of time spent in school): two weeks
- 8-12 years of service: three weeks
- 13+ years of service: four weeks

Resource materials are gathered at the quadrennial consultations from the participating annual conferences.

Copies of these materials are on file with the Equitable Compensation Desk at GCFA.



Commission on Equitable Compensation

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Commission on Equitable Compensation and Moving Expenses

The laborer is worthy of his hire (Luke 10:7)

The group assigned the responsibility for these policies in ¶1625.1 of The Book of Discipline of The United Methodist Church, 2016 is called the commission in this report. The group being given these responsibilities may be assigned a different name in the Rio Texas Conference.

Contact the commission for additional information.



Theological Foundation

Why should the Commission on Equitable Compensation be so concerned about equity in clergy compensation?

1. Jesus says, “the laborer is worthy of his hire”, (Luke 10:7) and Paul reminds us “you shall not muzzle the ox when it is treading out the grain” (1 Timothy 5:18; Deuteronomy 25:4)
2. Wesley Was concerned that clergy have a responsibility not to be “in debt so as to embarrass you in your work”(¶336), which implies the church, has a responsibility that it neither lead its clergy into positions of embarrassing indebtedness, nor leave them there. The emphasis on equity between believers is affirmed in Acts 2:44-45 (NRSV) “All who believed were together and had all things in common, they would sell their possessions and goods and distribute the proceeds to all, as any had need.”
3. The great commission to go into all the world, preaching, teaching, and baptizing brings with it a cost. Systems of clergy support which foster the use of the right pastor in the right place, hold up the hope of seeing the great commission bear its promised fruit.
4. The Commission on Equitable Compensation embraces the great commandment to love our neighbors as we love ourselves by wanting for each pastor what our members want for themselves — compensation adequate to free person for the work of pastoral ministry.

Equitable Compensation

The term used in ¶625 to describe both (1) the Annual Conference fund used to supplement support for those pastors whose base compensation falls below a minimum level established by the conference, and (2) the Commission whose task is to help the conference define and promote levels of support which will be “equitable” for the pastors in the conference. Equitable means fair. Fairness is a complex matter that involves the values of each Annual Conference.

Pastoral Support

The Local church provides:

- compensation (including benefits),
- expense reimbursements,
- Medical and Pension
- Housing Allowance

Conference provides: Clergy moving to a full time appointment to a conference charge and clergy moving to an appointment where the salary is paid directly by the conference (district superintendents and conference staff) are eligible.

Base Compensation

That portion of a pastor’s compensation which is paid directly to the pastor as cash compensation, contribution authorized by the pastor to either a tax-paid pension program or a tax-deferred program (such as a 403(b) plan), payments to assist the pastor with the personal share of Social Security taxes, and some other kinds of cash compensation, such as bonuses, payments to private investment programs, and the like.

Base compensation would not include other items included in total compensation, such as utilities and other housing-related allowances, accountable reimbursements for professional expenses (such as continuing education, books, and the like), and the cost of benefits such as life or health insurance. **Note** that 1995 court rulings determined that United Methodist clergy are employees for income tax purposes. The salary paying unit (local church) must provide a yearly W-2 Tax form. Clergy remain self employed for purposes of social security.

Minimum Compensation

A. Minimum Compensation is understood to be the salary paid by the Church as listed on part two, line one of the Rio Texas Conference Compensation form. The following minimum compensation levels for 2019 shall be:

1. Full or Probationary member \$40,800
2. Associate member \$37,800
3. Approved Local Pastor or member of another denomination \$34,700

B. Adjustments to Minimum Compensation Base:

- Total Minimum Compensation equals minimum base compensation plus allowance for years of service, plus allowance for number of churches served in a charge.
- The allowance for years of service equals \$75 per year and shall be added to the compensation for each year of service under Episcopal appointment in the United Methodist Church, after the second year of service through the twentieth year for a maximum of \$1425.

The laborer is worthy of his hire (Luke 10:7)