

MINISTERIAL MINIMUM SALARY SCALE FOR 1990

by the
COMMISSION ON EQUITABLE SALARIES

North Carolina Conference

The United Methodist Church

MINISTERS UNDER FULL-TIME APPOINTMENT:

(Full Connection, Associate, Probationary Members and Local Pastors)

Salary and Utilities..... \$19,826.00
(Amount for utilities to be specified by the Charge Conference)

STUDENTS

(Conference Members and Local Pastors)

Salary and Utilities..... \$12,887.00
(Amount for utilities to be specified by the Charge Conference)

Travel Allowance:

Although travel is considered a portion of the minister's expense that is to be reimbursed by the local church and is not a part of the minimum salary structure, it is expected that each charge would set at least \$1,800.00 as compensation for its minister's travel. A charge receiving equitable salary support may provide this \$1,800.00 travel allowance, but any larger travel allowance in excess of \$1,800.00 will result in a reduction of equitable salary support.

Three Important Guidelines:

1. Charges must be arranged so that no more than one-third of the total pastor's salary will come from the Equitable Salary Fund. Charges asking for more than one-third supplementation must indicate on their application the reasons for being given special consideration.
2. The 1984 Session of the North Carolina Conference adopted a ten year limitation on salary support for a charge. This limit will be implemented by determining the maximum level of support during the first of the ten years and then decreasing the allocation to the charge by 10% of that amount each year. For example, a charge receiving a \$5,000.00 allocation during the first year would then receive \$4,500.00 the second year, \$4,000.00 the third year, and so on until the allocation phases out. During this period the charge would continue to increase its pastoral support budget to reflect the minimum salary for its pastor.
3. Charges receiving Equitable Salary Fund Support are responsible for paying the total amount required for the Ministerial Pension Plan, the Comprehensive Protection Plan, the group insurance according to the level of their pastor's participation in these programs.

Charles K. Morrison, Chairperson
Ray T. Gooch, Secretary

CKM;RTG/rwb

