

Duke Memorial United Methodist Church
Charge Conference
Sunday, April 26, 1998
12:00 noon in the Sanctuary

Presiding: The Rev. Albert Shuler, Durham District Superintendent

Rev. Shuler called the meeting to order by introducing the four issues that must be addressed:

1. Purchase of a Parsonage
2. Proposed Funding of Parsonage
3. Increase in Senior Minister Compensation
4. Committee Nomination

PURCHASE OF PARSONAGE

Shirley Few moved that the Duke Memorial Trustees purchase a house in the Garrett Farms subdivision at a price of \$244,000.

Discussion

The District Superintendent clarified the language of Conference policy regarding parsonages. The policy reads that the local church should provide housing for minister(s) or a housing allowance on a temporary basis. The policy will be reviewed at the Annual Conference in June. A question was raised about the need to address housing for Duke Memorial's Associate Minister. Rev. Shuler recommended that this be discussed at a separate time based on the action taken at the Annual Conference.

The Finance Committee confirmed that the purchase of this parsonage will not deplete the Memorial Fund established by the Duke family for buildings and grounds.

The purchase of a parsonage has been reviewed by the Trustees, Finance Committee and Administrative Board. Participants in the Charge Conference were encouraged to have confidence in the process.

Considerable concern was expressed about the cost of the proposed house and the availability of less expensive options. Concern was also expressed about the limited amount of time the Administrative Board had to consider an issue of this significance.

Ben Mixon noted that the Trustees had a very short period of time to respond the need for a new parsonage. They were diligent in their efforts to find a home that meets Conference guidelines, is a sound investment, and avoids future maintenance problems.

The motion carried.

FUNDING OF PARSONAGE

Approximately \$170,000 is currently set aside in a reserve fund from the sale of Duke Memorial's previous parsonage.

Ed Hammond moved that the Board of Trustees borrow \$75,000 from the Memorial Fund to be paid back at 7 1/2 percent over 15 years.

The motion carried.

INCREASE IN SENIOR PASTOR COMPENSATION

Tim Langford moved that the Senior Pastor's yearly compensation package be increased from \$47,500 to \$60,000.

Discussion

Questions were raised about the fluctuation in Duke Memorial's Senior Pastor compensation package over the past 10 years. Rev. Shuler explained that compensation packages are a difficult issue involving 800 ministers and cabinet members. Despite the proposed increase in salary, Duke Memorial is still far from the top salary ranges in the Conference.

Considerable discussion revolved around the disparity between the Senior Pastor's compensation and the compensation packages of other staff members. The conversation concluded with Ed Hammond's recommendation that both the Staff-Parish Committee and the Administrative Board give careful attention to the compensation packages of other staff members.

The motion carried.

REVIEW OF COMMITTEES

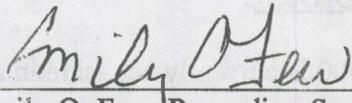
Tom McCauley was nominated to fulfill Andy Blair's term on the Staff-Parish Committee expiring in 1999. *Approved with the recommendation that he be considered for re-election in 2000.*

Amy Johnson was nominated to assume Linda Ellington's role as a Lay Delegate to the Annual Conference. This position also serves as an ex-officio member of the Staff-Parish Committee. *Approved.*

Anne Clark was nominated as Chair of a new Parsonage Committee. *Approved.*

Delaina Buehler and Dawn Battiste were nominated to fill Cheryl Howlett's term on Nominations Committee. *Dawn Battiste was elected.*

There being no further business, District Superintendent Albert Shuler adjourned the Charge Conference.



Emily O. Few, Recording Secretary