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STANDING COMMITTEES

AMENDMENTS

Nothing to report.

EPISCOPACY

Reports: don't you love that word? We all have to do them! That's what I'm giving you today. Even Bishop Hill sends this committee a "confidential" monthly or bi-monthly report in preparation for our meeting with him. We meet with him the same number of times your reports are due from each church and pastor that is quarterly. His report includes a detailed analysis of his activities and concerns. As we meet we have opportunity to ask even probing questions and receive his response.

He certainly has many ongoing concerns, as all of us have, and his greatest concern is for the health and growth of the body of Christ – the church. This committee does have a couple concerns:

1. The demand on the Bishop's time dealing with problems, etc. Our hope is that with the changes that have been made in the leadership structure, many issues can be handled at various levels such as the local PRC, the District Field Directors, and the Associate positions. We realize that there are some things that he alone must handle.
2. Finally, the ongoing problem of his finding the time to take vacations, a time to relax, a time to be refreshed. Again we realize that with his wife, Gloria's work schedule and his own that sometimes it's difficult to coordinate the two.

We have certainly never questioned the Bishop's work ethic for he is very conscientious, putting in more hours than many of us would be comfortable in handling. With that type of work ethic we are grateful for the associates and office staff he has around him, including the one he calls the "assistant Bishop" Jodi.

In the appendix titled "Leadership in the E.C. Church" it speaks of identifying leaders to carry out the mission of building His Kingdom. One sentence states "The three core graces we seek to identify in leaders are teachability, humility and the ability to build a team." Our Bishop has built a good team and thus has become a role model for us to emulate in our local congregations.

This committee consists of the following members Rev. Gerald Baum, Rev. Lewie Bennett, Rev. Keith Blank (Secretary), Rev. David Dennis, Rev. Marlin Lafferty and Bishop Bruce Hill

Marlin Lafferty

STANDING COMMITTEES

FINANCE/COMPENSATION/2018 BUDGET

NATIONAL CONFERENCE 2019 BUDGET NARRATIVE

The 2019 proposed operating budget continues the decrease in ministry funds as a result of the denominational restructuring initiated by the Covenant Implementation that began on July 1, 2016. The 2019 budget is the last year for mandated funding to Evangelical Seminary, Twin Pines Camp and retiree health insurance. The 2019 proposed operating budget is anticipating a \$106,000 decrease in expenses as compared to the 2018 budget resulting in a 6.05% ministry fund allocation to the local church down from 6.75%. The Twin Pines allocation also decreased from .24% to .12%. Camp ECCO voluntarily removed themselves from denominational funding during 2015 and their exclusion continues into 2019. The finance committee encourages all churches to continue voluntary funding of the three camping ministries; Twin Pines, Camp ECCO and Rock River Bible Camp as well as Evangelical Seminary. These ministries are a vital and necessary component of the Evangelical Congregational Church.

The following expense line items are the larger changes from the 2018 budget:

	Incr/(Decr) from 2018
Evangelical Seminary Funding	\$ (44,000)
Twin Pines Funding	(12,000)
Retiree Health Insurance	(57,000)
Business Office services to Evangelical Seminary	20,000
Defined Benefit Pension Funding	(5,000)
Other	(8,000)

Total Budget Decreases	\$(106,000)

Most of the expense changes above were expected and are the result of the implementation of the Covenant signifying that the financial side of the Covenant implementation is proceeding as projected. The 2015 ministry fund allocation was 8.82% and \$1,289,000 in budgeted ministry funds. The 2019 proposed ministry fund allocation of 6.05% and \$946,000 in budgeted ministry funds is a 31.4% or \$343,000 reduction in ministry funds paid to the denomination. Less money paid to the denomination is more money for ministry at the local church.

The anticipated goal of a 40% decrease in ministry remains obtainable but cannot be promised. The Finance Committee and denominational leadership are committed to implementing the Covenant and reducing the ministry fund burden on the local church.

National Conference of the Evangelical Congregational Church 2019 Proposed Budget		
	Budget 12/31/2018	Budget 12/31/2019
MINISTERIAL DEVELOPMENT COMMUNITY		
INCOME		
200/4170 Pastors' Wives' Retreat	3,500	1,500
TOTAL INCOME	3,500	1,500
200/5010 MD Associate Salary &	12,000	12,000
200/5015 MD Associate FICA	918	918
200/5030 MD Assoc Workers Comp	100	50
200/5035 MD Disability	100	100
200/5050 MD Associate Continuing Ed	1,500	1,000

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200/5055 MD Associate Travel	750	2,000
TOTAL MDA SALARY & BENEFITS EXPENSES	15,368	16,068
MD COMMUNITY GENERAL EXPENSES		
200/6010 MD Community Meeting	150	200
200/6020 MD Community Teleconference	---	100
200/6030 MD Community Meals	500	100
200/6050 MD Community Training	1,000	1,000
200/6090 MD Community Misc/Other	100	100
TOTAL MD COMMUNITY GENERAL EXPENSES	1,750	1,500
BOARD OF EXAMINERS EXPENSES		
200/6105 Board of Ex Travel/Meals	2,050	2,100
200/6120 Board of Ex Teleconference	50	50
200/6125 Board of Ex Misc/Other	1,500	500
200/6150 Pastoral Assessment Center	11,500	15,500
TOTAL BOARD OF EXAMINERS EXPENSES	15,100	18,150
PASTORAL CARE EXPENSES		
200/6210 EC Care/Coaching	3,200	3,200
200/6230 Healthy Pastors Task	1,000	1,000
200/6240 Pastor's Wives Retreat	3,000	1,500
TOTAL PASTORAL CARE EXPENSES	7,200	5,700
STUDENT AID LEADERSHIP TEAM		
200/6340 Student Aid Promotion	1,000	500
200/6390 SA Leadership Team Mi	100	100
TOTAL STUDENT AID LEADERSHIP TEAM EXPENSES	1,100	600
INSTITUTE FOR CHURCH LEADERSHIP EXPENSES		
200/6410 Inst. For Church Lead Travel/Meals/Housing	550	700
200/6430 Inst. For Church Lead Course of Study	2,000	3,000
TOTAL INST. FOR CHURCH LEADERSHIP EXPENSES	2,550	3,700
CHURCH HEALTH COMMUNITY INCOME		
300/4140 Endowment Fund Trans	35,678	36,228
300/4160 Women's Network	4,000	4,000
300/4165 Men's Events	2,000	2,000
TOTAL INCOME	41,678	42,228
CHURCH HEALTH ASSOCIATE EXPENSES		
300/5010 CH Associate Salary &	12,000	12,000
300/5015 CH Associate FICA	918	918
300/5025 CH Associate Pension	1,560	1,560
300/5030 CH Associate Workers Comp	100	50
300/5035 CH Associate Disability	100	100
300/5050 CH Associate Continuing Ed	1,500	1,000
300/5055 CH Associate Travel	3,000	3,000
TOTAL CH ASSOCIATE SALARY & BENEFIT EXPENSES	19,178	18,628

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CH COMMUNITY GENERAL EXPENSES		
300/6010 CH Community Meeting	500	250
300/6090 CH Community Misc/Other	1,000	500
TOTAL CH COMMUNITY GENERAL EXPENSES	1,500	750
EVANGELISM EXPENSES		
300/6360 Evangelism Seminar	3,500	3,500
300/6390 Evangelism Misc/Other	250	250
TOTAL EVANGELISM EXPENSES	3,750	3,750
CHRISTIAN EDUCATION EXPENSES		
300/6410 Chr Ed Travel/Meals/Housing	100	100
300/6430 Chr Ed Misc Resources	500	500
300/6440 Chr Ed Seminars	1,000	1,000
300/6450 YNET	---	1,500
TOTAL CHRISTIAN EDUCATION EXPENSES	1,600	3,100
RECOGNITION OF GENDER DIFFERENCES EVENTS EXPENSES		
300/6530 Women's Network	3,500	3,500
300/6550 Men's Events	2,000	2,000
TOTAL RECOGNITION OF GENDER DIFFERENCES EVENTS TOTAL	5,500	5,500
CHURCH HEALTH EXPENSES		
300/6620 NCD	---	5,000
300/6630 CH Seminars	1,000	1,000
300/6640 Local Church Surveys/Coaching	7,000	1,500
300/6660 CH Specialized Training	6,000	1,500
300/6670 CH Resources	1,000	1,000
300/6690 CH Misc/Other Expenses	---	500
TOTAL CHURCH HEALTH EXPENSES	15,000	10,500
TOTAL CHC EXPENSES	46,528	42,228
INCOME		
400/4040 Episcopal Fund-Bishop	4,000	4,000
TOTAL INCOME	4,000	4,000
MISSIONAL ALIGNMENT COMMUNITY EXPENSES		
BISHOP SALARY & BENEFITS		
400/5010 Bishop Salary	90,500	91,850
400/5015 Bishop FICA	6,923	7,027
400/5025 Bishop Pension	3,120	3,360
400/5030 Bishop Workers Comp	500	500
400/5035 Bishop Disability	100	100
400/5045 Bishop Pension Service	---	100
400/5050 Bishop Continuing Ed	1,200	1,200
400/5055 Bishop Executive Coach	3,000	3,000
400/5060 Bishop Life Insurance	1,000	1,000
400/5065 Bishop Cell Phone Exp	750	600
TOTAL BISHOP SALARY & BENEFITS	107,093	108,737

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DISTRICT FIELD DIRECTOR SALARIES & BENEFITS EXPENSES		
400/5110 DFD Salary	132,000	132,000
400/5115 DFD FICA	10,098	5,215
400/5125 DFD Pension	11,760	10,080
400/5130 DFD Workers Comp	1,500	1,500
400/5135 DFD Disability	700	1,300
400/5140 DFD FSA	---	---
400/5150 DFD Pension Services Fee	700	1,300
TOTAL DISTRICT FIELD DIRECTORS EXPENSES	156,758	151,395
MISSIONAL ALIGNMENT COMMUNITY EXPENSES		
400/6010 MAC Travel	---	650
400/6040 MAC Training	---	1,000
400/6090 MAC Misc/Other Expenses	500	500
TOTAL MA COMMUNITY EXPENSES	500	2,150
CONFERENCE NETWORK TEAM		
400/6110 CNT Travel/Meals/Housing	8,200	11,768
400/6120 CNT Teleconference	250	500
400/6130 CNT Orientation: New	500	---
400/6140 CNT Appropriations Ma	6,250	6,250
400/6150 CNT Retirement Gifts	3,000	2,000
400/6160 CNT Retiree Luncheon	750	1,000
TOTAL CONFERENCE NETWORK TEAM	18,950	21,518
DENOMINATIONAL GOVERNANCE EXPENSES		
400/6210 NMT Travel	3,000	4,000
400/6220 NMT Meals	1,500	1,000
400/6230 NMT Housing	650	1,000
400/6250 NMT Misc/Other Expenses	500	500
400/6260 National Executive Committee	100	100
400/6270 Denominational Structure Review	---	1,500
400/6340 F&D Travel/Meals/Housing	550	550
400/6345 F&D Teleconference	50	50
400/6350 F&D Resources	500	500
400/6390 F&D Misc/Other Expenses	50	50
TOTAL DENOMINATIONAL GOVERNANCE EXPENSES	6,900	9,250
STATIONING EXPENSES		
400/6410 Stationing Elder Salary	3,900	3,900
400/6420 Stationing Elder FICA	---	---
400/6430 Stationing Travel/Meals/Housing	7,250	3,000
400/6440 Stationing Resources	750	750
400/6480 Stationing Misc/Other	250	250
400/6490 Stationing Moving	30,000	30,000
TOTAL STATIONING EXPENSES	42,150	37,900
EPISCOPACY EXPENSES		
400/6510 Episcopacy Travel/Meals/Housing	---	50
400/6590 Episcopacy Misc/Other	175	100
TOTAL EPISCOPACY EXPENSES	175	150

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NEXUS/PROMOTION OF CHRISTIAN UNITY EXPENSES		
400/6650 Nexus Promotion Mat	1,000	1,000
TOTAL NEXUS EXPENSES	1,000	1,000
PRAYER MOBILIZATION EXPENSES		
400/6710 Prayer Mobilization Committee Meetings	100	100
400/6740 PM Travel/Meals/Housing	---	750
400/6750 PM Summit/Regional Gathering	1,500	---
400/6760 PM Misc/Resources	1,850	500
400/6790 PM M	---	1,000
TOTAL PRAYER MOBILIZATION EXPENSES	3,450	2,350
PARA-CHURCH MINISTRIES EXPENSES		
400/6820 NAE	2,000	3,000
400/6850 Wesleyan Leaders Forum	1,000	---
TOTAL PARA-CHURCH MINISTRIES EXPENSES	3,000	3,000
HERITAGE SOCIETY EXPENSES		
400/6910 Heritage Society Travel	---	50
400/6990 Heritage Society Misc	4,000	4,000
TOTAL HERITAGE SOCIETY EXPENSES	4,000	4,050
BISHOP TRAVEL EXPENSES		
400/7010 Bishop Auto Insurance	750	1,025
400/7020 Bishop Auto Maintenance	1,500	1,500
400/7030 Bishop Travel/Meals/Housing	4,000	4,000
400/7040 Bishop Mission Trip	3,500	3,000
TOTAL BISHOP TRAVEL EXPENSES	9,750	9,525
TOTAL MAC EXPENSES	353,726	351,025
EXPENSES		
BENEFIT CORPORATION		
490/6320 Hospitalization-Retirement	97,000	40,000
490/6325 Pension-Defined Benefits	67,000	62,000
TOTAL BENEFITS CORPORATION	164,000	102,000
490/6400 ETS	88,000	44,000
TOTAL ETS	88,000	44,000
CAMPING		
490/6510 Twin Pines	32,441	20,113
490/6520 Camp ECCO	---	---
490/6521 Rock River Bible Camp	---	---
TOTAL CAMPING	32,441	20,113
TOTAL EXPENSES	284,441	166,133

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INCOME		
500/4010 Ministry Funds	1,065,210	945,763
500/4310 Investment Income	6,000	6,000
500/4350 Endowment Fund Transfer	4,400	4,400
500/4360 Interest-Certificates	4,785	4,785
500/4370 L&I Transfer	20,000	20,000
500/4410 Rental Income-Church	11,700	11,700
500/4510 Conference Journal Sales	1,800	1,800
500/4525 Other Denominational	1,800	1,800
500/4570 B&W Copier	2,000	2,500
500/4575 Color Copier	4,000	11,000
500/4580 Postage	10,000	17,000
TOTAL INCOME	1,131,695	1,026,748
CONFERENCES SUPPORT TEAM EXPENSES		
SALARIES/WAGES & BENEFITS		
500/5010 Salaries	243,153	240,273
500/5015 FICA	18,553	18,333
500/5020 Hospitalization	10,686	10,928
500/5025 Pension	14,040	15,120
500/5030 Workers Comp	2,000	1,400
500/5035 Disability	700	700
500/5045 Pension Services Fee	700	700
500/5060 Continuing Ed	500	500
500/5080 Travel & Entertainment	---	1,000
TOTAL CST SALARIES/WAGES & BENEFITS	290,333	288,954
RESOURCES – MINISTRY AIDES EXPENSES		
500/6120 Journal Printing Expense	1,600	1,700
500/6140 Planbooks	---	800
500/6190 Other Denominational	2,000	1,000
TOTAL RESOURCES – MINISTRY AIDE EXPENSES	3,600	3,500
PURCHASED SERVICES		
500/6210 Legal Fees	20,000	20,000
500/6220 Purchased Services – Audit	17,000	17,000
500/6230 Purchased Services – Financial	(34,433)	(14,787)
500/6240 Purchased Services – Payroll	2,500	3,825
500/6250 Purchased Services – IT	5,000	5,000
TOTAL PURCHASED SERVICES	10,068	31,038
OFFICE EXPENSES		
500/6310 B&W Copier	8,000	8,100
500/6315 Color Copier	23,000	20,400
500/6320 Computer Hardware – Per	5,000	4,000
500/6325 Computer Software	3,500	3,000
500/6330 Computer Supplies	2,000	1,000
500/6335 Postage	21,000	21,000
500/6340 Postage Machine	7,200	6,500
500/6345 Paper & Envelopes	2,500	3,000
500/6350 Office Supplies	2,000	1,500
500/6360 Water Coolers	1,000	1,000
500/6365 Bank Fees	4,300	4,300

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500/6370 Credit Card Fees	2,500	2,500
500/6390 Misc/Other Office Expenses	500	500
TOTAL OFFICE EXPENSES	82,500	76,800
COMMUNICATIONS EXPENSES		
500/6410 Website	2,035	2,500
500/6420 Photography	100	100
500/6490 Misc. Communications	---	500
TOTAL COMMUNICATIONS EXPENSES	2,135	3,100
CHURCH CENTER PROPERTY EXPENSES		
500/6510 EC Church Offices rep	3,000	3,000
500/6520 Property Maintenance	5,000	5,500
500/6530 Insurance	6,500	7,000
500/6540 Natural Gas	1,300	1,200
500/6545 Electric	9,500	10,000
500/6550 Water/Sewer	1,000	1,100
500/6555 Trash Removal	1,900	1,300
500/6560 Telephone/Internet	9,700	9,300
500/6570 Janitorial/Supplies	6,100	6,100
500/6580 Depreciation Expense	10,000	10,000
TOTAL CHURCH CENTER PROPERTY EXPENSES	54,000	54,500
BUDGET/FINANCE COMMITTEE EXPENSES		
500/6610 Budget/Finance Travel/Meals/Housing	750	750
500/6620 Budget/Finance Teleconference	45	45
500/6690 Budget/Finance Misc/Other	15	---
TOTAL BUDGET/FINANCE COMMITTEE	810	795
PROPERTY COMMITTEE EXPENSES		
500/6710 Property Travel/Meals	75	---
500/6720 Property Teleconference	25	50
500/6780 Property Repairs	5,000	5,000
TOTAL PROPERTY COMMITTEE EXPENSES	5,100	5,050
DENOMINATIONAL ACTIVITIES EXPENSES		
500/6910 PILOT-taxes	---	500
500/6920 Donations (Fire Co., etc.)	800	700
500/6930 Natl Conf Newsletter	1,600	600
500/6940 Loan & Investment Com	25	15
500/6950 Statistics: Quarterly	---	1,700
500/6960 Gift Annuity Payments	1,140	1,140
500/6980 Misc/Other Expenses	1,000	1,000
TOTAL DENOMINATIONAL ACTIVITIES	4,565	5,655
TOTAL CONFERENCE SUPPORT TEAM	453,110	469,392
SUMMARY:		
Revenues		
Ministry Funds	1,065,210	945,763
Interest Income/Endowment Fund	50,863	51,413
Bookstore	3,600	3,600
Other	61,200	73,700

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Expenses		
- 200 Ministerial Development Community	43,068	45,718
- 300 Church Health Community	46,528	42,228
- 400 Missional Alignment Community	353,726	351,025
- 490 Affiliates	284,441	166,113
- 500 Conference Support Team	453,110	469,392
	1,180,873	1,074,476
Increase/(decrease) net assets	(0)	(0)
Ministry Funds (excl camping ministry)	6.75%	6.05%
Twin Pines	0.24%	0.12%

PASTORAL COMPENSATION

By the acceptance and approval of the Pastoral Compensation Report by the duly elected and voting lay delegates and pastors of the National Conference, the items within this report become mandates for the local churches to enact as they are approved by the National Conference.

A. Items to be approved:

1. Each year the Social Security Administration uses the Cost of Living Adjustment (COLA) percentage to set the annual Social Security recipient's increase. The Compensation Committee has used the COLA as its basis for salary increase, but we are always one year behind the Social Security increase. Therefore the 2013 National Conference approved that beginning in 2014 the COLA will always be the minimum recommendation for the salary increase for pastors. The COLA will be available on the denominational website along with the salary forms sometime between October and November. Churches that plan to grant less than the increase approved in this report, must receive approval of their District Field Director prior to any official action taken to set the pastors salary for the upcoming year.

Churches that are financially able are encouraged to give either a larger percentage increase or to consider an additional increase as a merit raise in salary for each pastor. This merit raise would be in addition to the approved percentage salary increase.

Churches served by a part-time pastor are encouraged to give an annual salary increase.

2. Total Compensation
 - a. Total Compensation for a pastor not residing in a church provided parsonage is defined as the total amount of salary received by the pastor before the Social Security & Medicare reimbursement and any deductions, Rule 1002.
 - b. Total Compensation for a pastor that lives in a church provided parsonage is defined as the total amount of salary received by the pastor before Social Security & Medicare reimbursement and any deductions, 1002.
3. National Conference Administrators Compensation for 2019 is recommended by the finance committee.

Bishop	\$91,350
Executive Director	\$81,507

- a. National Conference Associates positions: \$12,000 per year, except for the Global Ministries Associate whose salary is set by the Global Ministries Community and approved by the National Ministry Team.

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- b. District Field Directors at \$1,000 per church in the district they are serving.
4. Continuing Education Allowance – we recommend the following minimums:
For the Bishop: \$1200 and \$1000 for full-time pastors and \$500 for part-time pastors as referenced in Rule 1002.12
5. Stationing Elders' Remuneration: We recommend \$17.50 per hour plus expenses including standard IRS mileage rates. This remuneration is evaluated annually.
5. Honorariums for National Conference Positions: we recommend the following for 2018 National Conference.
All Honorariums will be reviewed every five years – next review in 2021.

National Conference Secretary	\$2,000
National Conference Assistant Secretaries	\$175 each
National Conference Services Coordinator	\$700 plus travel expenses at IRS Standard mileage rate
6. Church Contribution to their Pastor's 403(b) Pension Account: We recommend a monthly contribution of \$280 (full-time pastors) and \$140 (part-time pastors), effective January, 2019. The monthly church contribution paid towards the Pastor's 403(b) Pension Account will increase by twenty dollars per year for full time and ten dollars per year for part-time pastors.

B. Items Presented for Information and/or Review from previous National Conference action or reports:

1. Moving Expense Reimbursement: per Rule (tbd) Churches shall be granted a moving subsidy as established by National Conference.
 - a. As of January 1, 2018 all employer (National Conference or local EC church) paid or reimbursed moves are taxable income. Pastors whose moves are paid or reimbursed by the National Conference will receive form 1099-MISC by January 31 of the next calendar year with total cost of the move included in box 7 (non-employee compensation). The National Conference will also reimburse the affected pastor up to 25% of the cost of the move to offset Federal, State and Local income taxes, if applicable. The tax payment will also be reported in Box 7 of form 1099-MISC as taxable income.
2. A housing allowance is an allowable method for a member of clergy to shelter a portion of their gross compensation from federal and in some cases local income tax. It is not extra income. The pastor should determine the amount of the housing allowance with the church's leadership approving the housing allowance before January 1 of each calendar year or before the pastor begins an assignment at a new church. By approving the housing allowance the church is confirming the amount is reasonable compared to the local housing market, the pastor is employed by the church performing traditional clergy duties and is licensed, ordained or commissioned by a religious body. The approved housing allowance is only an estimate. It is the responsibility of the pastor to properly record their housing costs per the current U.S. Treasury regulations upon filing of their personal income tax return. Pastors are encouraged to seek professional tax assistance with questions on the proper recording of their housing allowance.
3. Parsonage provided by the Church: Annually a member of the PRC should determine the market rental value of the parsonage. The market rental value is defined as what an unbiased individual would pay in monthly rent for the parsonage. Normally an internet search of available similar homes for rent in the community or a search of classified ads will yield the market rental value of the parsonage. In certain situations a parsonage is a unique property that may not attract top dollar rental and a reasonable adjustment to the market value may be required, Rule (tbd).
 - a. A fair rental value of the parsonage in the community where the home is located is necessary not only for the calculation of employer Social Security/Medicare tax but also

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is used as part of the disability income calculation should the pastor become disabled. Denominational leadership is available for consultation and questions.

- b. Parsonage Requirements. For churches providing a parsonage, a list of items required to be provided is found in Rule (tbd).
4. Pulpit Supply Honorarium-- suggested guideline for churches:
\$100 for the 1st message/sermon and \$50 for each additional service, such as Sunday school or multiple worship services, plus travel reimbursement at the standard IRS mileage rate.
5. Housing Equity Account: We continue to suggest that each church providing a parsonage, support a Housing Equity Program that would be established by the pastor to allow him to accrue monies toward the purchase of a home upon either an eventual assignment to a church where no housing is provided, or upon retirement. The pastor would own this account. The Lay Delegate from the church should present this proposal annually to their Board or Ministry Council for consideration either to support the establishment of the account or to continue to make contributions to an already existing account. The Executive Director will be available for consultation with churches interested in supporting their pastor in his establishment of such an account. The Benefits Corporation will administer these accounts.
6. Pastoral Vacation Schedule: Full-time and part-time pastors shall be granted vacation based on NC Rule 1002.11

0-9 years of service	3 weeks
10-19 years of service	4 weeks
20-29 years of service	5 weeks
30+ years of service	At least 5 weeks
7. Ministry Leave: Based on NC Rule 1002.14 all pastors shall annually be granted a minimum of one week of "Ministry Leave" for the purpose of personal spiritual development, study, service, or global experience. This leave requires prior scheduling approved by the local church Board or Ministry Council and accountability to that body.
8. Pastor's Day off: We expect our pastors to avail themselves to one day off per week. This is in order to exemplify wise stewardship of life to avoid burnout and to obey the biblical injunction of Sabbath.
9. Sabbatical/Renewal Leave: Understanding the stress of Pastoral ministry and being "on-call" 365/24/7, we recommend that congregations consider offering their pastor(s) a Sabbatical/Renewal Leave. A Sabbatical/Renewal Leave is a period of time devoted to rest, restoration, hope and peace. Its origin is found in the Old Testament sabbatical year in which every seventh year the crops were not planted so as to allow the land a chance to rest. It is a time of release from normal duties in order for the pastor to devote time to rest and renewal. For churches considering such a Sabbatical/Renewal Leave, guidelines are available through contacting E.C. Church Center or please refer to "Sabbatical Guidelines" document posted on the website for guidance, <http://www.eccenter.com/ecc/media/Compensation-Forms/Sabbatical-Guidelines.pdf>.
10. 2019 Salary forms and the COLA percentage will be available on the EC Church website sometime between Oct-Nov.
11. Effective January 2014 based on the healthcare reform law contributions to a Flexible Spending Account (FSA) will be adjusted annually and that amount will be available on the Pastors FSA Agreement form which is part of the Pastoral Compensation reporting forms.

Debra Patterson

STANDING COMMITTEES

STATIONING

The Stationing Committee met ten times in 2017 to assign pastors through the cooperative process involving the Stationing Committee, pastors and local churches. 2017 was the first stationing process with the new structure of six stationing elders (two elected from each region) and three district field directors (one from each region). The bishop chaired all meetings.

The committee compassionately faced unexpected challenges and moves. The growing number of part-time assignments was also a challenge.

The Bishop, Stationing Elders and District Field Directors diligently and effectively fulfilled their duties with genuine concern for pastors and congregations.

Rev. Richard T. Nahodil

STANDING COMMITTEES

STATIONING REPORT

Effective July 1, 2018
16th National Conference – 2018
Evangelical Congregational Church
Bruce D. Hill, Bishop

DELAWARE REGION

BERKS DISTRICT

Rev. Marlin Lafferty, DFD

Adamstown, Immanuel

TBA

Kutztown, Grace

Adam P. Roberts

Leesport, Bethany

*Kirk R. Marks

Lenhartsville, Salem

David L. Long

Mohnton, Zion

Robert W. Shuey

Pleasantville, Bethany

*Brian P. Garner

Shillington, New Life

Rick M. Reilly

Sinking Spring, Community

Michael C. Snedeker

Timothy T. Sanger (A)

Temple, Faith

Brett A. Kindig

Womelsdorf, Trinity

Kenneth P. Wiest

LEHIGH VALLEY DISTRICT

Rev. Gary Kuehner, DFD

Allentown, Christ

Richard T. Nahodil

Allentown, New Bethany

Bethlehem, Arabic Living

Ghosoub J. Al-khal

Allentown, St. John's

TBA

Allentown, Zion

Gary J. Morrell

Bangor, First United

Ronald W. Shipman

Bethlehem, Emmanuel

Richard J. Sergi

Emmaus, St. Matthew's

L. Allen Giles

Donald L. Kerns (At)

*Robert C. Santucci (At)

Fogelsville, Hope Community

Kenneth B. Kalisz

Hosensack, Grace

Vera Cruz

Robert F. Klersy

Lehigh Valley, Horizon

(Church Plant)

Robert M. Daneker, Jr.

Williams Township, Christ

Robert N. Romig

NORTH EAST DISTRICT

Rev. Paul Miller, DFD

Bartonsville, St. John's

Bushkill, Community

Paul J. Miller

Berlinsville, Trinity

Kenneth M. Schira

East Weissport, People's

Michael S. Coulson

Jim Thorpe, Ebenezer

Nathanael J. Kennedy

Lehighton, Bethany

Jeffrey S. Stansbury

Palmerton, Living Hope

Lighthouse

Christopher D. Bronico

Slatington, Trinity

(Church Restart)

Brian J. Kern

Tamaqua, Bethany

Kevin P. Roberts

PENN JERSEY

Rev. Ralph Owens, DFD

Boyertown, Trinity

John W. Friedlund

L. Donald Knier (A)

*Gary K. Bosler (At)

Clayton, Bethany

Dennis L. Brubacher

Hatfield, Emmanuel

Glenn R. Lambert

Plymouth Meeting

Cameron L. Smith

Pottstown Area, Journey 53

(Church Plant)

Richard F. Christman, II

Royersford, Trinity

Wayne T. Houck

Whiting, NJ, Christ

*Paul L. Barber

Zieglerville, Christ

Marlin S. Miller, Jr.

STANDING COMMITTEES

SCHUYLKILL DISTRICT

Rev. James Price, DFD

Ashland, Bethany

Dennis W. Snyder

Cressona, Bethany Fellowship

Dennis W. Snyder

Dreherstown, Immanuel

Kenneth M. Schira

Frackville, Trinity

Jeffrey W. Merwine

Lavelle, Christ

Michael S. Eck

Reedsville, Bethesda

Jeffrey G. Byerly

Mark D. Brooks (A)

*Stewart M. MacDonald (At)

Rock, Manbeck's Zion

Norman W. Dixon

Schuylkill Haven, Grace

John T. Rathman

West Hazleton, Buenas Nuevas

Edwin E. Mieses

GREAT LAKES REGION

ALLEGHENY DISTRICT

Rev. Gary Brown, DFD

Clarion, Riverhill

Terry L. Jacobs

Clarks Mills, Countryside

Donald W. Howell

Crossroads, Bethany

Christopher A. Lewis

Emlenton, New Zion

Gary M. Brown

Fern, Trinity

Shawn E. Morgan (AP)

Knox, Grace

Richard L. Osberg, Jr.

Lewie S. Bennett (A)

Seneca

James A. Bestwick

Transfer, Lakeside

Robert S. Mavis

Canton, First

Michael R. Garrison

Canyon Falls, KY

Paul D. Johnson

Southington, Delightful

Charles J. Campbell

Tallmadge, New Direction

(Restart Church)

Timothy E. Ream

Youngstown, Wedgewood Park

Andrew D. Carr

ILLINOIS DISTRICT

Rev. David Carr, DFD

Afolkey, Grace

David G. Carr

Dixon, Bethel

Randall L. Sizemore

Dixon, St. James

Robert E. Dunbar

Highland Park, Maranatha

Salvador L. Cardoso

Hooppole, Calvary

Eugene K. Baker

Winnebago

TBA

BUCKEYE DISTRICT

Rev. Charles Campbell, DFD

Akron, Cottage Grove

William D. White

Akron, First

Scott D. Carr

SUSQUEHANNA REGION

ANTHRACITE DISTRICT

Rev. Bradley Hatter, DFD

Gratz, Good Shepherd

Kyle R. Roth

Herndon, New Life

Bradley D. Hatter

Pitman, Zion

Pitman, St. Paul's

Todd W. Wolfe

Shamokin, Trinity

Williamstown, Ebenezer

Brian C. Betsworth

STANDING COMMITTEES

Sunbury, Bethany
Trevorton, Emmanuel
Joshua L. Notestine
Williams Valley, Faith
*Richard D. Kuhn (AP)

CAPITAL/LEBANON DISTRICT

Rev. Gordon Lewis, DFD

Annville, Zion
Bryan K. Dever
Bunker Hill
Harold L. Easter
Clarks Valley, Zion
Michael G. Knapp
Fishing Creek, Trinity
Gordon R. Lewis
Harrisburg, Faith
*Gordon R. Lewis
Harrisburg, Trinity
Keith A. Blank
Lawn
William E. Stoffel
Lebanon, First
TBA
Lewisberry, Wyndamere Heights
Timothy K. Seiger
Myerstown, Zion
David A. Swift
Palmyra, First
Charles A. Walker
Robert A. Valentine (At)
Rexmont
John S. Smith
Steelstown, St. John's
Jeffrey S. Berger
Union Salem
Dale A. Kramer

CONESTOGA DISTRICT

Rev. Keith Miller, DFD

Akron, Grace
Leslie D. Cool, Jr.
*Andrew L. Brubaker (At)
Bridgeville, Zion
Kirk B. Wolfe
Ephrata, Grace
B. Bruce Wagner
**Ephrata, House of Blessings
(Church Plant)**
Abimael Montanez
Mohn's Hill, Mohn's Memorial
Kenneth B. Ogden
Morgantown, California
David E. Mennig
Mount Airy
Bruce H. Willier
Mount Culmen
*Jonathan J. Brown

Pequea
Jonathan J. Brown
Reamstown, St. Paul's
*Matthew A. Hill
Rothsville, St. Paul's
Kenneth H. Miller
Terre Hill, Trinity
Neal E. Martin

RED ROSE DISTRICT

Rev. Jeffrey Schell, DFD

Brownstown, Ebenezer
Scott E. Phillips
Conestoga, Bethel
George T. Custer
Creswell, Bethany
Robert L. Haslam
East Petersburg, Grace
Mark R. Ammerman
Lancaster, Faith
Joel A. Kime
**Lancaster, Christ House
(Church Plant)**
Timothy L. King
Lancaster, Trinity
Bruce E. Sellers
Lititz, Trinity
Nathan F. Fry
Ryan E. Taylor (A)
Manheim, Trinity
Jeffrey C. Schell
Willow Street, Grace Community
Michael W. Sigman
Jacob P. Weitzel (A)
Addison M. Roberts (A)
Wilmer R. Martin (At)

SUSQUEHANNA DISTRICT

Rev. Sterling Trimmer, DFD

Bair, Faith
Michael E. Campbell
Baltimore, MD, Rosedale
Russell E. Warner
Columbia, Grace
Don H. Wert
**East Berlin, Countryside
Fellowship**
Raymond J. Newlin
Kinderhook
Douglas D. Evans
Mount Joy, Trinity
C. Gerald Berrier, Jr.
Red Lion, Arlington
Sterling I. Trimmer, Jr.
Reichs
Daniel T. Blank
Weigelstown, St. David's
N. Patrick Teaford

STANDING COMMITTEES

York, St. Paul
York, Iglesia Cristiana
(Church Plant)
Carlos A. Kelly

York, The Next Step
(Church Plant)
Carlos A. Kelly
Timothy L. King

A Associate (full-time)
AP Approved Pastor

* New Assignment

At Assistant (part-time)
TBA To be Assigned

LOCAL CONFERENCE MEMBERS

Afolkey, Grace

Dennis V. Buss

Akron, OH, Cottage Grove

Stephen H. Cramer
Michael L. Hollinger

Akron, OH, First

Gregory C. DeLong

Akron, Grace

Stephen L. Holubec
Jeffrey L. Martin
Edward J. Vondran

Allentown, Christ

David C. Greulich
Roy K. Luckenbill
Richard D. Reigle

Allentown, New Bethany

Brian J. Kern

Allentown, St. John's

Herbert P. Hartman

Annville

K. Noel Blancaflor
Alfred W. Miller
Ronald D. Miller

Ashland

Mark R. Brownson

Baltimore, MD

Christiaan P. Mann

Bangor

Barry Becker

Bethany, Crossroads

James F. Bound

Bethlehem, Emmanuel

Robert L. Bast

Boyertown

Richard F. Christman, II

Brownstown

Keith R. Miller

Canton, OH

Glenn H. Hansen
Andrew D. Miller

Clarks Mills

Richard N. Krcal

Clayton

Timothy S. Wolcott

Dixon, IL, Bethel

Kurtis M. Graff

Dixon, IL, St. James

Harold E. Wigginton

East Petersburg, Grace

Robert M. Daneker, Jr.
Juan Carlos Morales
Douglas W. O'Brien

Emmaus

Allen L. Kline
Harold P. Scanlin
Samuel H. Yeager

Ephrata

Abimael Montanez
Philip S. Walck

Fern

Mark E. Micklos

Fogelsville

Gary L. Kuehner
Kenneth J. Kuhns

Harrisburg, Trinity

Daniel E. Dixon
Brian W. Smith

Hatfield

Thomas G. Souders

Hosensack

Joel R. Christman

Knox

John C. Ward

Lancaster, Faith

Bruce A. Ray

Lancaster, Trinity

Robert J. Stahl
Wayne L. Yarnall

Lebanon

Baxter A. Becker

Lenhartsville

Scott L. Shay

Lewisberry

Paul K. Hauk
Brian K. Parker

Lititz

Glenn L. Compton
Harry T. Dow
Gary E. Elmer
David R. Heffner
Charles H. Markley
Donald W. Metz, Jr.
Daniel J. Moury
Frederick J. Moury, Jr.
Robert L. Nissly
Franklin H. Schock
Byron J. Whitaker

Mandata

Richard E. Sweppenhiser

Mohn's Hill

Barry E. Rebert
Kenneth M. Sears

Mohnton

Gerald E. Baum
William W. Hughes
John P. Phillippi
John P. Ragsdale

Mount Airy

James E. Griel

Mount Culmen

F. Kenneth Hoffer
Glenn A. Miller

Myerstown

David G. Hornberger, Jr.
Robert G. Hower
Kirby N. Keller
Dana M. Logan

Palmyra

Robert A. Brown
Layman L. Kennedy
Joshua A. Metz
Robert L. Schaeffer
Gene L. Stevenson

Plymouth Meeting

Robert W. Gockley, II
Philip T. Guistwite

Reamstown

Robert H. Gresh
Timothy E. Ream

STANDING COMMITTEES

1003.3. Parsonage Rental Value and Utilities paid by the church These are parsonage costs such as utilities and maintenance that are paid directly by the church and are tax free (federal, state & local) for the pastor. These amounts are reported in box 14 of the W-2.

1003.4. Parsonage Requirements. For churches providing a parsonage, the following items should be included; utilities including electric, gas/oil, water/sewer, and house telephone, cooking range and refrigerator; smoke detectors and a fire escape ladder. A committee of lay leadership shall annually conduct a walk-thru of the parsonage at the time that the pastor's salary is set. This group shall complete the Annual Parsonage Review Form and provide signed copies to the Pastor, District Field Director, Executive Director and place a copy in the official minutes of the church. The walk-thru committee shall provide a synopsis of the parsonage review form, including the list of immediate needs and priorities, to the congregation at the annual congregational meeting. The National Conference Finance Committee is responsible for the distribution of the Annual Parsonage Review Form with the Pastors' Salary Forms.

1004. Compensation

1004.1. Lay leaders, pastors and stationing elders should negotiate the pastor's compensation with good faith and a pure heart. See the current year's National Conference Journal, annual Pastoral Compensation Report, and Pastoral Compensation Forms for pastor employee benefits levels that must be adhered to for both part-time and full-time pastors.

1005. Statement of Church's Compensation Package. Churches are required to complete the Statement of Pastor's Salary and Benefits and provide copies to the Pastor, Official Board / Ministry Council Record Book, Local Church Treasurer, and Benefits-Compensation Administrator. A Statement of Church's Compensation Package must be completed by the church and signed by the pastor and representative of the local governing body prior to January 1 each year or before July 1 for a newly stationed pastor and a copy sent to the Benefits Compensation Administrator within 30 days after the end of the calendar year or 30 days after a change in pastoral assignment.

1005.1. The Executive Director will annually review the Statement of Church's Compensation Package, worksheets for Pastor's Salary, and make them available to the churches.

1005.2. Statement of Pastor's Salary and Benefits is required for all credentialed pastors receiving compensation from an EC ministry. EC ministries employing non-credentialed pastor(s) may submit a Statement of Church's Compensation Package.

1005.3. Medical Premium Cost Sharing. After the pastor and Pastoral Relations Committee / Official Board / Ministry Council agree on the pastor's salary for the upcoming year, churches may choose to deduct a portion of the pastor's salary as payment for the medical premium according to the following schedule:

<u>Gross Compensation</u>	<u>Contribution</u>
\$0-\$35,000	5.0%
\$35,001- \$50,000	7.5%
\$50,001- Unlimited	10.0%

1005.4. The following compensation items must be approved by the Official Board/Ministry Council before the pastor receives their first paycheck of the new calendar year or first paycheck after a change in pastoral assignment; Housing or Parsonage Allowance, FSA Agreement, Medical Premium Cost Sharing.

1006. Mid-Year Change From Full-Time To Part-Time or Part-Time To Full-Time Pastoral Assignment. Any church or assigned pastor contemplating a change of status from full-time to part-time or part-time to full-time during the course of the conference year must contact the District Field Director and Executive Director prior to any change in the pastor's status. The Executive Director and the Bishop, in consultation with the District Field Director, will review the request. If the change in assigned status is approved, the Executive Director, where appropriate, will negotiate a new compensation agreement. Due to legal issues of compliance the E.C. Benefits and Compensation Administrator must be informed of the pending change in status 30 days in advance of its effective date.

1007. Leaders Serving in Shared Ministry. When denominational leaders serve in a shared ministry position the denominationally funded portion of the total compensation shall not increase by more than ten percent (10%) in any year without approval by the Finance Committee and National Ministry Team.

STANDING COMMITTEES

1008. Change from Parsonage to Housing Allowance. Pastors and congregations who are considering a change to a housing allowance from a parsonage allowance should in all cases advise the Executive Director and seek consultation regarding the pertinent details.

1009. Social Security Benefit. Each church will reimburse to the pastor the employer's portion of the Social Security and Medicare Payroll tax per the annual rate as reported in Internal Revenue Service Publication 15 (Circular E, Employer's Tax Guide).

1009.1. For a pastor living in his own home – The amount due each pastor is calculated by multiplying the annual rate (defined above) by the compensation, less allowable tax exempt items. The reimbursement is taxable income for the calculation of federal, state and local payroll taxes.

1009.2. For a pastor living in a church provided parsonage – The amount due each pastor is calculated by multiplying the annual rate (defined above) by the compensation plus rental value and church provided utilities/maintenance for the parsonage, less allowable tax exempt items. The reimbursement is taxable income for the calculation of federal, state and local payroll taxes.

1010. Parsonage Rental Value. Annually a member of the PRC should determine the market rental value of the parsonage. The market rental value is defined as what an unbiased individual would pay in monthly rent for the parsonage. Normally an internet search of available similar homes for rent in the community or a search of classified ads will yield the market rental value of the parsonage. In certain situations a parsonage is a unique property and a reasonable adjustment to the market value may be required.

1011. Parsonage Utilities/Maintenance. When a pastor receives something of value, e.g. utilities paid by the church, that is related to living in the parsonage the cost or value of those goods or services are taxable for Social Security and Medicare taxes.

1012. Disability Coverage. Local churches shall provide disability coverage for the pastors in accordance with the regulations of the Benefits Corporation in regards to annual premium and payment due date.

1013. Continuing Education Benefit. All Pastors are strongly encouraged to be life-long learners. It is understood that continuing education takes on many shapes and forms. Pastors are encouraged to earn C.E.U.'s from seminary courses, class audits, or seminars. Life-long learning also occurs through reading professional journals and books. The emphasis is to be a growth-oriented Pastor involved in activities which are meant to improve pastoral skills and provide personal enrichment. See the minimums listed in the annual Pastoral Compensation Report in the Conference Journal for full time and part time pastors.

1013.1. Approval of continuing education expenditures. The Pastoral Relations Committee Chair should review all continuing education expenditures. The Pastoral Relations Committee reserves the right to request a pastor to submit justification for any continuing education expenditure and decline a continuing education expense when warranted.

1014. Vacation Schedule. Full-time and part-time pastors serving up to nine years in the active ministry of the Evangelical Congregational Church shall receive a minimum of three weeks; pastors serving the tenth to nineteenth years, a minimum of four weeks; pastors serving the twentieth to twenty-ninth years, a minimum of five weeks; and pastors having completed thirty years, at least five weeks. Vacation time shall be counted on the basis of the year of pastoral assignment (July 1 – June 30), not the calendar year.

1015. Ministry Leave. Pastors shall annually be granted a minimum of one week of "Ministry Leave" for the purpose of personal spiritual development, study, service, or global experience. This leave requires prior scheduling approval by the local church Board or Ministry Council and accountability to that body.

STANDING COMMITTEES

1016. Sabbatical. The National Conference urges that all churches consider a Sabbatical/Renewal leave for their Pastor, regardless of their pastoral status, after the Pastor has served a minimum of 7 years at one church or charge and be reconsidered after each subsequent 7 year period of time at the same church or charge. Sabbatical Leave is a carefully planned period of time in which the Pastor is granted leave away from his normal responsibilities in order to spend an extended period of time in rest, renewal and refreshment. It is to be a time to receive spiritual nourishment, a change of perspective, to deepen the Pastor's relationship with God, himself and his family. It is to be a time of rest and cessation of his regular pastoral duties and activities.

1017. Release from Assignment. If either a pastor is released from his assigned pastoral position by the National Conference, Conference Network Team, or if the pastor resigns his assigned pastoral position of his own volition before the end of the assignment year, effective immediately upon the date of departure of said pastor, the terms of the Statement for Pastor's Salary and Benefits, as had been approved for that pastor, are considered null and void.

1017.1. Severance. If the congregation agrees to a severance package for an involuntarily terminated pastor for a period longer than thirty days, the pastor will be placed on the National Conference payroll with the pastor's former church(es) reimbursing the National Conference for the gross compensation and employer portion of the FICA (social security and Medicare) payroll taxes.

1017.2. Transitional Assistance. To assist a pastor who is between pastoral assignments or seeking secular employment the National Conference may request financial assistance from churches. EC Benefits Corporation Manna Fund policies will be used to determine if a pastor has a bona fide financial need requiring assistance.

1018. Expenses. Local churches shall assume travel expenses for the pastor at the current IRS rate for mileage logged covering local pastoral care and administration.

1019. Other Employment. A fulltime pastor desiring to seek employment outside his pastorate is required to first consult the District Field Director and the Bishop and then the local church's Pastoral Relations Committee before approval can be granted for the pastor to be so involved.

1020. Miscellaneous Benefits.

1020.1. Death Benefit. At the death of a full-time pastor who was assigned by appointment, a cash sum in the amount of \$5,000 shall be paid to the surviving wife and/or dependent children living in the residence. This amount shall be paid from the Disability Fund.