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STANDING COMMITTEES

AMENDMENTS

(No Report)

EPISCOPACY

Each year, this committee which consists of Keith Blank, Gerald Baum, Robert Shuey, Lewie Bennett, Bishop Bruce Hill, and Marlin Lafferty presents a report to this National Conference body. And each year we stress the fact that our Bishop is a man of great integrity with a fantastic work ethic.

At our quarterly Episcopacy meetings we discuss anything and everything as it pertains to the office of the Bishop including his family life. He has an excellent relationship with his Church Center Staff family as well as his immediate family with a very supportive wife, Gloria.

As you may recall from previous reports, it has always been a bit of a push to get the Bishop to take his vacation time each year which points to his ongoing desire to be involved in the building of God's Kingdom.

Here is but a few of the major emphases that the Bishop worked on this year:

1. **Strategic Evaluation** - the Bishop launched a detailed evaluation of the new denominational structure which was implemented. This much needed evaluation focused on three areas: operational, relational, and financial.
2. **Ministry Standards** - He worked with Jeff Byerly to plan courses to make sure we meet the rule requirements that all individuals with EC pastoral credentials take courses on EC doctrine, polity, etc.

And in his spare time (ha) he worked on:

3. **Annual Conference** - (a lot of work done here) - he has reimagined, rearranged, and reinstated what Annual Conference means, from start to finish. He has established an all new structure with educational, fellowship and worship as the focus.

Other than these main concerns, he has many day to day "normal" responsibilities such as his involvement in stationing and being an ex-officio member of every committee. I do believe we would be hard pressed to keep up with his schedule.

In light of all these responsibilities, we strongly recommend the approval of the attached document stating the need for our Bishop to take a much needed sabbatical.

Rev. Marlin Lafferty

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SABBATICAL FOR THE BISHOP OF THE EVANGELICAL CONGREGATIONAL CHURCH - 2019

Background

According to the Evangelical Congregational Church Sabbatical/Renewal Leave Guidelines for Pastors, “The word sabbatical has its roots in the Biblical concept of the ‘Sabbath’ which means to rest or to cease work after seven days or years. Genesis 2:1-3 notes that God rested from his work of creation after seven days. The Ten Commandments (Exodus 20:8-11) describe the Sabbath as a day that you cease from work and rest. Leviticus 25 is subtitled ‘The Sabbath Year.’ Deuteronomy 15 describes a period after seven years in which release from several kinds of debt and labor are itemized. Jesus’ forty days in the wilderness marked a turning point in his ministry. Moses’ time tending sheep prepared him to hear God’s call. Paul spent time in the desert of Arabia after his Damascus road experience preparing him for the work God was calling him to do.”

Following the death of Bishop Leibensperger in 2010, the Healthy Leaders Task Force shared the following recommendation for Episcopal sabbaticals with the Episcopacy Committee in 2010. It was then presented to the 2011 National Conference which adopted and implemented the following:

1. The Bishop needs protracted time during each term in office to rest, renew himself, spend time with his family, and to engage in educational/enrichment opportunities which he otherwise may not be able to do due to the high demands of the office.
2. The timing of the sabbatical will be set in consultation with the Episcopacy Committee and National Executive Committee, though experience has shown that a sabbatical between mid-June through mid-September is advantageous.
3. In the year of the sabbatical, the commission meetings and budget preparation should be shifted to later in the fall with the National Ministry Team meeting held after Thanksgiving so as to not overwhelm the returning Bishop and family with an overflowing schedule.
4. The Bishop should be freed from preaching at all camp meetings during the sabbatical.
5. The sabbatical shall consist of no fewer than:
 - 30 consecutive days during the third year of the first term
 - 60 consecutive days during the third year of the second term
 - 30 consecutive days during the third year of the third term

Three aspects of Sabbatical

This sabbatical provides an opportunity to set aside time for **renewal** through rest and digging deeper into God’s purpose; as well as experiences to **retool** by exploring new frontier through study, retreat, and dialogue; and to **refocus** by being open to the Holy Spirit’s leading.

THE SABBATICAL PLAN FOR BISHOP BRUCE D. HILL

The three aspects of this Sabbatical

1. **Renewal**
 - Bishop Hill will spend significant time engaging in physically and emotionally renewing activities.
 - Bishop Hill will set aside time to meet with God through prayer and study of the Word and the leading of the Holy Spirit.
2. **Retool**
 - Bishop Hill will participate in a continuing educational experience as opportunities are identified.

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3. Refocus

- Bishop Hill will provide the Episcopacy Committee with a document summing up what he's learned during this sabbatical experience.

Compensation

- The Bishop will receive his full compensation during the time of the sabbatical.
- The sabbatical is in addition to and separate from the vacation time provided to the Bishop.
- The Bishop's continuing education fund will be used for educational opportunities.

Timing

- The 60-day sabbatical will begin July 1, 2019 and run through September 1, 2019; a total of 63 days.

Responsibilities

- Bishop Hill will be released from the normal and usual responsibilities of the office including participating in denominational and affiliate board and committee meetings.
- Bishop Hill will be released from all preaching responsibilities.
- The Vice-Chairman of National Conference with the National Conference Executive Committee is available to deal with issues as they arise.
- Daily responsibilities of the bishop's office will be handled by the Executive Director and Assistant to the Bishop.
- The Executive Director will facilitate the bi-monthly Conference Network Team tactical meetings and monthly BEDAS (Bishop, Executive Director, Associates and Secretary of National Conference) group meetings.
- Each Associate will oversee their area of responsibility.
 - Church Health
 - Global Ministries
 - Kingdom Extension
 - Ministerial Development
- District Field Directors will oversee the work and direction of their individual districts.

Communication

- General Communication
 - Various announcements will be made to the members of National Conference to inform them of the bishop's sabbatical and the need for this time to be uninterrupted. This includes refraining from calling his cell phone and emails to the bhill@eccenter.com email address.
 - Directions will be given (with appropriate reminders) of who is handling specific responsibilities during the bishop's sabbatical.
 - An automated "Out of Office" announcement will be set up on the bishop's email account directing people to the proper individuals to contact.
 - The bishop's Church Center voicemail will be changed to announce the sabbatical and direct people to those handling the responsibilities of the office.
- Specific Communication
 - A new private email address will be set up so the Executive Director and Assistant to the Bishop can email the bishop as needed. This will allow for communication

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with the bishop without drawing the bishop into all the email that comes to his normal account.

- The Executive Director and Assistant to the Bishop will be empowered to call the bishop's cell phone to consult with him as needed.
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FINANCE/COMPENSATION/2020 BUDGET

National Conference 2020 Budget Narrative

The 2020 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 2020 proposed operating budget is anticipating a \$90,000 decrease in expenses as compared to the 2019 budget resulting in a 5.60% Ministry Fund allocation to the local church down from 6.05%. By December 31, 2019 the step down funding for the affiliate ministries and retiree health insurance funding will be complete with no affiliate or retiree funding budgeted in 2020. The reduction in the affiliate and retiree funding was the largest driver of the reduction in ministry fund allocation since 2016. Therefore it is not likely a large decrease, if any decrease, in Ministry Funds will occur in 2021. It will be dependent on denominational leadership to continue refining and improving denominational operations to prevent an upward trend in Ministry Funds.

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 2019 budget:

	Increase/(Decrease) from 2019
Evangelical Seminary Funding	\$(44,000)
Twin Pines Funding	(20,000)
Retiree Health Insurance	(40,000)
Business Office services to Evangelical Seminary	15,000
Other	(1,000)
Total Budget Decreases	\$(90,000)

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 2020 proposed Ministry Fund allocation of 5.60% and \$868,000 in budgeted Ministry Funds is a 36.5% or \$421,000 reduction in Ministry Funds paid to the denomination. Less money paid to the denomination is more money for ministry at the local church.

Debra Patterson
Treasurer/Finance Committee Chair

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National Conference of the Evangelical Congregational Church 2020 Proposed Budget

	2019 Budget	2020 Budget
200 – Ministerial Development Community		
INCOME		
200/4170 Pastors' Wives Retreat	1,500	1,500
TOTAL INCOME	1,500	1,500
MINISTERIAL DEVELOPMENT ASSOCIATE EXPENSES		
200/5010 MD Associate Salary & Wages	12,000	12,000
200/5015 MD Associate FICA	918	918
200/5030 MD Associate Workers Comp	50	70
200/5035 MD Associate Disability	100	100
200/5050 MD Associate Continuing Ed	1,000	1,000
200/5055 MD Associate Travel	2,000	1,500
TOTAL MDA SALARY & BENEFITS EXPENSES	16,068	15,588
MD COMMUNITY GENERAL EXPENSES		
200/6010 MD Community Meeting Travel	200	1,650
200/6020 MD Community Teleconference	100	50
200/6030 MD Community Meals	100	100
200/6050 MD Community Training	1,000	500
200/6090 MD Community Misc/Other Expenses	100	100
TOTAL MD COMMUNITY GENERAL EXPENSES	1,500	2,400
BOARD OF EXAMINERS EXPENSES		
200/6105 Board of Ex Travel/Meals/Housing	2,100	1,000
200/6120 Board of Ex Teleconference	50	50
200/6125 Board of Ex Misc/Other Expenses	500	750
200/6150 Pastoral Assessment Center	15,500	18,000
TOTAL BOARD OF EXAMINERS EXPENSES	18,150	19,800
PASTORAL CARE EXPENSES		
200/6210 EC Care/Coaching	3,200	3,200
200/6230 Healthy Pastors Task Force	1,000	750
200/6240 Pastors Wives Retreat	1,500	1,500
TOTAL PASTORAL CARE EXPENSES		
STUDENT AID LEADERSHIP TEAM		
200/6340 Student Aid Promotion	500	500
200/6390 SA Leadership Team Misc/Other Expenses	100	100
TOTAL STUDENT AID LEADERSHIP TEAM EXPENSES	600	600
INSTITUTE FOR CHURCH LEADERSHIP EXPENSES		
200/6410 Inst. For Church Leadership Travel/Meals/Housing	700	500

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200/6430 Inst. For Church Leadership – Course Subsidy	3,000	4,000
TOTAL INST. FOR CHURCH LEADERSHIP EXPENSES	3,700	4,500
TOTAL MDC EXPENSES	45,718	48,338
300 – Church Health Community		
INCOME		
300/4140 Endowment Fund Transfer	36,228	34,518
300/4160 Women’s Network	4,000	4,000
300/4165 Men’s Events	2,000	2,000
TOTAL INCOME	42,228	40,518
CHURCH HEALTH ASSOCIATE EXPENSES		
300/5010 CH Associate Salary & Wages	12,000	12,000
300/5015 CH Associate FICA	918	918
300/5025 CH Associate Pension	1,560	1,800
300/5030 CH Associate Workers Comp	50	100
300/5035 CH Associate Disability	100	100
300/5050 CH Associate Continuing Ed	1,000	1,500
300/5055 CH Associate Travel	3,000	3,000
TOTAL CHA SALARY & BENEFITS EXPENSES	18,628	19,418
CH COMMUNITY GENERAL EXPENSES		
300/6010 CH Community Meeting Travel	250	250
300/6090 CH Community Misc/Other Expenses	500	500
TOTAL CH COMMUNITY GENERAL EXPENSES	750	750
EVANGELISM EXPENSES		
300/6360 Evangelism Seminar	3,500	3,500
300/6390 Evangelism Misc/Other Expenses	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	1,500
TOTAL CHRISTIAN EDUCATION EXPENSES	3,100	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 EXP	5,500	5,500
CHURCH HEALTH EXPENSES		
300/6620 NCD	5,000	2,500

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300/6630 CH Seminars	1,000	1,000
300/6640 Local Church Surveys/Coaching	1,500	1,500
300/6660 CH Specialized Training	1,500	2,000
300/6670 CH Resources	1,000	1,000
300/6690 CH Misc/Other Expenses	500	---
TOTAL CHURCH HEALTH EXPENSES	10,500	8,000
TOTAL CHC EXPENSES	42,228	40,518
400 – Missional Alignment Community		
INCOME		
400/4040 Episcopal Fund – Bishop	4,000	4,000
TOTAL INCOME	4,000	4,000
BISHOP SALARY & BENEFITS		
400/5010 Bishop Salary	91,850	93,677
400/5015 Bishop FICA	7,027	7,166
400/5025 Bishop Pension	3,360	3,600
400/5030 Bishop Workers Comp	500	500
400/5035 Bishop Disability	100	100
400/5045 Bishop Pension Services Fee	100	100
400/5050 Bishop Continuing Ed	1,200	1,200
400/5055 Bishop Executive Coaching	3,000	3,000
400/5060 Bishop Life Insurance	1,000	1,000
400/5065 Bishop Cell Phone Expense	600	600
TOTAL BISHOP SALARY & BENEFITS EXPENSES	108,737	111,043
DISTRICT FIELD DIRECTOR SALARIES & BENEFITS EXPENSES		
400/5110 DFD Salary	132,000	124,000
400/5115 DFD FICA	5,215	9,486
400/5125 DFD Pension	10,080	10,800
400/5130 DFD Workers Comp	1,500	850
400/5135 DFD Disability	1,300	1,200
400/5145 DFD Pension Services Fee	1,300	300
400/XXXX District Training Supplies	---	3,000
TOTAL DISTRICT FIELD DIRECTORS EXPENSES	151,395	149,636
MISSIONAL ALIGNMENT COMMUNITY EXPENSES		
400/6010 MAC Travel	650	650
400/6040 MAC Training	1,000	1,000
400/6090 MAC Misc/Other Expenses	500	500
TOTAL MA COMMUNITY EXPENSES	2,150	2,150
CONFERENCE NETWORK TEAM		
400/6110 CNT Travel/Meals/Housing	11,768	9,000
400/6120 CNT Teleconference	500	500
400/6140 CNT Appropriations Made	6,250	6,250
400/6150 CNT Retirement Gifts	2,000	2,000

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400/6160 CNT Retiree Luncheon	1,000	1,100
TOTAL CONFERENCE NETWORK EXPENSES	21,518	18,850
DENOMINATIONAL GOVERNANCE EXPENSES		
400/6210 NMT Travel	4,000	4,000
400/6220 NMT Meals	1,000	1,200
400/6230 NMT Housing	1,000	1,200
400/6250 NMT Misc/Other Expenses	500	250
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	9,250	7,900
STATIONING EXPENSES		
400/6410 Stationing Elders Salaries & Wages	3,900	4,000
400/6430 Stationing Travel/Meals/Housing	3,000	4,000
400/6440 Stationing Resources	750	750
400/6480 Stationing Misc/Other Expenses	250	250
400/6490 Stationing Moving	30,000	30,000
TOTAL STATIONING EXPENSES	37,900	39,000
EPISCOPACY EXPENSES		
400/6510 Episcopacy Travel/Meals	50	50
400/6590 Episcopacy Misc/Other Expenses	100	100
TOTAL EPISCOPACY EXPENSES	150	150
NEXUS/PROMOTION OF CHRISTIAN UNITY EXPENSES		
400/6650 Nexus Promotional Materials	1,000	1,000
TOTAL NEXUS EXPENSES	1,000	1,000
PRAYER MOBILIZATION EXPENSES		
400/6710 Prayer Mobilization Committee Meetings	100	100
400/6740 Prayer Mobilization Teleconference	750	250
400/6760 Prayer Mobilization Misc Resources	500	500
400/6790 Prayer Mobilization Misc/Other Expenses	1,000	1,000
TOTAL PRAYER MOBILIZATION EXPENSES	2,350	1,850
PARA-CHURCH MINISTRIES EXPENSES		
400/6820 NAE	3,000	3,000
TOTAL PARA-CHURCH MINISTRIES EXPENSES	3,000	3,000
HERITAGE COMMITTEE EXPENSES		
400/6920 Heritage Committee Teleconference	50	---
400/6990 Heritage Committee Misc/Other Expenses	4,000	4,000

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TOTAL HERITAGE COMMITTEE EXPENSES	4,050	4,000
BISHOP TRAVEL EXPENSES		
400/7010 Bishop Auto Insurance	1,025	1,075
400/7020 Bishop Auto Maintenance	1,500	1,500
400/7030 Bishop Travel/Meals/Housing	4,000	4,000
400/7040 Bishop Missions Trip	3,000	3,000
TOTAL BISHOP TRAVEL EXPENSES	9,525	9,575
TOTAL MAC EXPENSES	351,025	348,154
490 – AGENCIES & INSTITUTIONS		
EXPENSES		
BENEFITS CORPORATION		
490/6320 Hospitalization – Retirees	40,000	---
490/6325 Pension – Defined Benefit Plan (Retirees)	62,000	60,000
TOTAL BENEFITS COPORATION	102,000	60,000
490/6400 ETS	44,000	---
TOTAL ETS	44,000	---
CAMPING		
490/6510 Twin Pines	20,113	---
TOTAL CAMPING	20,113	---
TOTAL EXPENSES	166,113	60,000
500 – Conference Support Team		
INCOME		
500/4010 Ministry Funds	945,763	868,000
500/4310 Investment Income	6,000	6,000
500/4350 Endowment Fund Transfer	4,400	4,400
500/4360 Interest – Certificates of Indebtedness	4,785	3,045
400/4370 L&I Transfer	20,000	20,000
500/4420 Rental Income – Church Center	11,700	7,200
500/4510 Conference Journal Sales	1,800	1,800
500/4525 Other Denominational Items	1,800	1,200
500/4570 B&W Copier	2,500	1,000
500/4575 Color Copier	11,000	11,000
500/4580 Postage	17,000	15,000
TOTAL INCOME	1,026,748	938,645
SALARIES /WAGES & BENEFITS		
500/5010 Salaries	240,273	233,501
500/5015 FICA	18,333	17,955

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500/5020 Hospitalization	10,928	11,275
500/5025 Pension	15,120	18,000
500/5030 Workers Comp	1,400	1,400
500/5035 Disability	700	700
500/5045 Pension Service Fee	700	700
500/5060 Continuing Ed	500	500
500/5080 Travel & Entertainment	1,000	1,000
TOTAL CST SALARIES/WAGES & BENEFITS	288,954	285,031
RESOURCES – MINISTRY AIDES EXPENSES		
500/6120 Journal Printing/Expenses	1,700	200
500/6140 Planbooks	800	800
500/6190 Other Denominational Items	1,000	2,000
TOTAL RESOURCES – MINISTRY AIDES EXPENSES	3,500	3,000
PURCHASED SERVICES		
500/6210 Legal Fees	20,000	15,000
500/6220 Audit	17,000	18,000
500/6230 Purchased Services – Financial	(14,787)	---
500/6240 Purchased Services – Payroll	3,825	4,500
500/6250 Purchased Services – IT	5,000	5,000
TOTAL PURCHASED SERVICES	31,038	42,500
OFFICE EXPENSES		
500/6310 B&W Copier	8,100	6,500
500/6315 Color Copier	20,400	19,000
500/6320 Computer Hardware – Peripherals	4,000	5,000
500/6325 Computer Software	3,000	16,652
500/6330 Computer Supplies	1,000	1,000
500/6335 Postage	21,000	17,000
500/6340 Postage Machine	6,500	6,500
500/6345 Paper & Envelopes	3,000	2,500
500/6350 Office Supplies	1,500	2,000
500/6360 Water Coolers	1,000	1,000
500/6365 Bank Fees	4,300	6,000
500/6370 Credit Card Fees	2,500	2,800
500/6390 Misc/Other Office Expenses	500	500
TOTAL OFFICE EXPENSES	76,800	86,452
COMMUNICATION EXPENSES		
500/6410 Website	2,500	2,035
500/6420 Photography	100	100
500/6490 Misc Communications	500	500
TOTAL COMMUNICATIONS EXPENSES	3,100	2,635
CHURCH CENTER PROPERTY EXPENSES		
500/6510 EC Church Offices Repairs	3,000	5,000
500/6520 Property Maintenance	5,500	7,000
500/6530 Insurance	7,000	7,000
500/6540 Natural Gas	1,200	1,200

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500/6545 Electric	10,000	10,000
500/6550 Water/Sewer	1,100	1,300
500/6555 Trash Removal	1,300	1,300
500/6560 Telephone/Internet	9,300	9,700
500/6570 Janitorial Supplies	6,100	5,750
500/6580 Depreciation Expense	10,000	10,000
TOTAL CHURCH CENTER PROPERTY EXPENSES	54,500	58,250
 BUDGET/FINANCE COMMITTEE EXPENSES		
500/6610 Budget/Finance Travel/Meals/Housing	750	750
500/6620 Budget/Finance Teleconference	45	45
TOTAL BUDGET/FINANCE COMMITTEE EXPENSES	795	795
 PROPERTY COMMITTEE EXPENSES		
500/6720 Property Teleconference	50	25
500/6780 Property Repairs	5,000	5,000
TOTAL PROPERTY COMMITTEE EXPENSES	5,050	5,025
 DENOMINATIONAL ACTIVITIES EXPENSES		
500/6190 PILOT – Taxes	500	500
500/6920 Donations (Fire Co., etc.)	700	700
500/6930 Natl Conf Newsletters	600	600
500/6940 Loan & Investment Committee	15	25
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 EXPENSES	5,655	3,965
TOTAL CONFERENCE SUPPORT TEAM EXPENSES	469,392	487,653
 Summary:		
Revenues		
Ministry Funds	945,763	868,000
Interest Income/Endowment Fund	51,413	47,963
Bookstore	34,100	30,000
Other	43,200	38,700
	1,074,476	984,663
 Expenses		
-200 Ministerial Development Community	45,718	48,338
-300 Church Health Community	42,228	40,518
-400 Missional Alignment Community	351,025	348,154
-490 Affiliates	166,113	60,000
-500 Conference Support Team	469,392	487,653
	1,074,476	984,663

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Increase/(decrease) net assets	---	---
Ministry Funds (excl camping ministry)	6.05%	5.60%
Twin Pines	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 that owns his own house 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	\$93,177
Executive Director	\$83,549

- 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.
 - 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

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5. Stationing Elders' Remuneration: We recommend \$17.50 per hour plus expenses including standard IRS mileage rates. This remuneration is evaluated annually.
6. Natural Church Development Coach Remuneration: We recommend \$20.00 per hour plus expenses including the standard IRS mileage rates. This remuneration is evaluated annually.
7. Honorariums for National Conference Positions: we recommend the following for 2019 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

8. Church Contribution to their Pastor's 403(b) Pension Account: We recommend a monthly contribution of \$300 (full-time pastors) and \$150 (part-time pastors), effective January, 2020. 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 (910) Churches shall be granted a moving subsidy as established by National Conference.
 - a. As of January 1, 2019 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 (1003).

STANDING COMMITTEES

- 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 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 (1003.4).
4. Pulpit Supply Honorarium-- suggested guideline for churches:
 - a. \$150 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. To be reviewed annually.
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 1015 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. We encourage churches to support their pastor(s) during times of extended time away for personal or family illness or injury by continuing their salary and benefit payments. Short term disability is available to pastors beginning with the 61st day of disability. Each illness situation is different and will require a different response from the employing church. Churches should consult with the District Field Director for further direction.
10. 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>.

STANDING COMMITTEES

11. 2020 Salary forms and the COLA percentage will be available on the EC Church website sometime between Oct-Nov.
12. Effective January 2014 based on the healthcare reform law contributions to a Flexible Spending Account (FSA) will be adjusted annually and that amount will available on the Pastors FSA Agreement form which is part of the Pastoral Compensation reporting forms.

Debra Patterson

STATIONING

The 2018 Stationing Committee was made up of Bishop Bruce Hill, Kevin Roberts, Gary Kuehner, Dave Carr, Gary Brown, Sterling Trimmer, Dan Blank, Chuck Campbell, Jeff Schell and Richard Nahodil. The committee met seven times to work through the process of stationing pastors where moves were necessitated. In each instance, the committee was careful to consider the well-being of both the pastors and the people. As in previous years, part-time assignments were a challenge.

Rev. Sterling Trimmer

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

Ghosoub J. Al-khal

Bethlehem, Arabic Living

*Robert C. Santucci

Allentown, St. John's

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)

Fogelsville, Hope Community

Kenneth B. Kalisz

*Gary L. Kuehner (At)

*Vincent T. Jones (At)

Hosensack, Grace

Vera Cruz

Robert F. Klersy

Lehigh Valley, Horizon

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

*Timothy E. Ream

Palmerton, Living Hope

Lighthouse

Christopher D. Bronico

Slatington, Trinity

Brian J. Kern

Tamaqua, Bethany

Kevin P. Roberts

*Joshua E. Nemeth (At)

PENN JERSEY

Rev. Ralph Owens, DFD

Boyertown, Trinity

TBA

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

Richard F. Christman, II

Royersford, Trinity

Wayne T. Houck

Whiting, NJ, Christ

Paul L. Barber

STANDING COMMITTEES

Zieglerville, Christ
Marlin S. Miller, Jr.

SCHUYLKILL DISTRICT

Rev. James Price, DFD

Ashland, Bethany
Dennis W. Snyder

Cressona, Bethany Fellowship
Dennis W. Snyder

Drehersville, 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. Lewie Bennett, DFD

Clarion, Riverhill
Terry L. Jacobs

Clarks Mills, Countryside
Donald W. Howell

Crossroads, Bethany
Christopher A. Lewis

Emlenton, New Zion
*Lewie S. Bennett

Fern, Trinity
Shawn E. Morgan (AP)

Knox, Grace
*John W. Friedlund

Seneca
TBA

Transfer, Lakeside
*James "Janor" Bestwick

Akron, First

Scott D. Carr

Canton, First
Michael R. Garrison

Canyon Falls, KY
Paul D. Johnson

Southington, Delightful
Charles J. Campbell

Youngstown, Wedgewood Park
*Nicholas E. Lakatos

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

BUCKEYE DISTRICT

Rev. Charles Campbell, DFD

Akron, Cottage Grove
William D. White

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

Sunbury, Bethany

Trevorton, Emmanuel
Joshua L. Notestine

Williams Valley, Faith
Richard D. Kuhn

CAPITAL/LEBANON DISTRICT

Rev. Gordon Lewis, DFD

Annville, Zion
Bryan K. Dever

Bunker Hill
Harold L. Easter

STANDING COMMITTEES

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

*Timothy R. Valentino

*Kyle R. Roth (At)

Lewisberry, Wyndamere Heights

Timothy K. Seiger

Myerstown, Zion

*Timothy R. Valentino

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, Christ House

Timothy L. King

Ephrata, Grace

B. Bruce Wagner

Ephrata, House of Blessings

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, 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

*John R. Baker

Mount Joy, Trinity

C. Gerald Berrier, Jr.

Red Lion, Arlington

*Douglas D. Evans

Reichs

Daniel T. Blank

Weigelstown, St. David's

N. Patrick Teaford

York, St. Paul**York, Iglesia Cristiana****York, The Next Step**

Carlos A. Kelly

STANDING COMMITTEES

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
Gary M. Brown

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

Annville

K. Noel Blancaflor
William J. McEllroy, Jr.
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

Boyetown

Richard F. Christman, II

Brownstown

Keith R. Miller

Canton, OH

Glenn H. Hansen
Andrew D. Miller
Kenneth A. Schmoyer

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.
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

Kenneth J. Kuhns

Harrisburg, Trinity

Daniel E. Dixon
Brian W. Smith

Hatfield

Thomas G. Souders

Herndon

Richard E. Sweppenhiser

Hosensack

Joel R. Christman

Knox

Richard L. Osberg, Jr.

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

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
David A. Swift

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

Red Lion

Frank E. Miller
Daniel A. Rohrbaugh
Sterling I. Trimmer, Jr.

Reedsville

Timothy F. Christman
Jeffrey R. Hain
Steven M. Minnich
Nelson R. Reppert
Lloyd S. Yeager

Rexmont

W. Joel Copeland

Rock

James F. Price

Rothsville

Abram E. Rhoads
John V. Tornfelt

Royersford

Ralph W. Owens
Joseph R. Toy, Jr.

Schuylkill Haven

Ronald C. Heim
Richard W. Kohl

STANDING COMMITTEES

Seneca

David E. Dick

Shillington

Robert L. Kramer

John E. Moyer

Sinking Spring

Bruce D. Hill

Marlin P. Lafferty

Steelstown

Jan R. Fryer

Gregory L. Stefan

Sunbury

Edward Watts

Tamaqua

Robert Q. Wolcott

Temple

John P. Haag

Paul P. Koelln

Terre Hill

Alton A. Hoffman

Transfer

Robert S. Mavis

Weigelstown

Brian C. Desautels

Richard L. Magness

Williamstown

Donald H. Both

Williams Valley

H. Robert Samuels

Robert A. Stoner

Willow Street

Richard F. Cummings, Jr.

Steven Kosylo

Gary C. Luckenbill

Womelsdorf

William S. Sailer

Youngstown, OH

David R. Dennis

James H. Hansen

To be determined:

Reginald C. Austin

Donald Kunkel

Robert D. Zook

RULES OF CONFERENCE

PROPOSED CHANGES TO THE NATIONAL CONFERENCE RULES

At its October 2018 meeting, the National Ministry Team recommended to National Conference 2019 a number of changes to the Rules of Conference. These additional changes are provided for the National Ministry Team's consideration and recommendation to National Conference 2019. The red indicates a proposed change: red strikethrough is to be removed; plan red text is new to be inserted.

Under Section 400 National Conference

403 Finance - The committee receives budgetary requests and prepares a budget that provides for the overall ministry of the National Conference. The budget and annual ministry funds rate are recommended to the National Conference by this committee. It quarterly reviews all financial functions of all National Conference Funds and recommends policies to the National Conference. The committee recommends ~~minimum salary levels~~ **compensation** and benefits packages for pastors, the Bishop, the Executive Director, Associates, District Field Directors, and the Stationing Elders. The membership shall include the treasurer who shall serve as chair. The Executive Director shall serve as an advisory member.

~~**805.2.1.3.4.** A Licensed Pastor shall receive a salary based on the minimum compensation set by the Pastoral Compensation Committee recommendation and mandated by National Conference approval for a Licensed Pastor.~~

Under Section 803 Ministerial Elder's Ordination and Itinerancy

803.1.3.1. If, in the ~~considered~~ judgment of ~~the Board of Examiners the Ministerial Development Community and the National Conference~~, an applicant for ministry possesses a degree of maturity and experience, and has training equivalent to a Master of Divinity degree, he may be considered for ordination provided that he receives additional training for Evangelical Congregational history, polity, and doctrine as determined by the Board of Examiners.

803.1.3.2. If an applicant does not have training equivalent to a Master of Divinity degree, they may require the applicant to receive supplemental education.

STANDING COMMITTEES

Under Section 803.2. Itinerancy

~~803.2.1. The Itinerancy defines the ordained ministerial membership of the National Conference. An Itinerant Ordained Elder makes a commitment to the Evangelical Congregational Church to serve as assigned until released for good and sufficient reason by the National Conference. The Itinerancy is a self-disciplining body of ordained Elders who accept the priority of the cause of Christ in service to the Lord and who are committed to a lifetime of service under the authority of the EC Church.~~

~~803.2.3. An Itinerant Ordained Elder makes a commitment to the Evangelical Congregational Church to serve as assigned under the direction of the National Conference, until such time as he is released for good and sufficient reason by the National Conference.~~

Under Section 804.2.2. Board of Examiners Interviews

~~804.2.6. All applicants will be provided a required educational plan based on an educational rubric established by the Board of Examiners.~~

Under Section 804.3. Advancement

~~804.3.2. All licensed and local pastors and Itinerant Ordained Elders shall be required to take the courses pertaining to Evangelical Congregational history, polity, and doctrine. Approved elders shall be required to take these courses after their first year in service.~~

Under Section 805.1.4. Restrictions (All Candidates)

~~805.1.4.1. All candidate statuses are subject to annual renewal.~~

~~805.1.4.1.1. Candidates are required to complete and submit a renewal application annually.~~

~~805.1.4.1.2. Beginning in the third year after receiving their credentials, candidates shall appear before the Board of Examiners, and thereafter, every five years to provide updates.~~

~~805.1.4.1.3. If a local or licensed candidate remains dormant in making progress toward his educational advancement for (4) years or more, the Board of Examiners may take action with his status.~~

Under Section 805.2.1.3. Licensed Pastor

~~805.2.1.3.4. A Licensed Pastor shall receive a salary based on the minimum compensation set by the Pastoral Compensation Committee recommendation and mandated by National Conference approval for a Licensed Pastor.~~

~~805.2.1.3.4.1. A Licensed Pastor in his first two (2) years shall be compensated accordingly; however after completion of his second full year, he shall be compensated as a Licensed Pastor II.~~

Under Section 805.2.4. Restrictions (All Pastors)

~~805.2.4.1. If a local or licensed pastor remains dormant in making progress toward his educational advancement for (4) years or more, the Board of Examiners may take action with his status.~~

Under Section 805.3.3. Procedure for Application (Itinerant Ordained Elders only)

~~805.3.3.4. Even if an applicant possesses a qualified ordination from another denomination and is approved as an Ordained Elder, the Board of Examiners may still require the applicant to receive supplemental training, before being considered for itinerancy.~~

Under Section 805.4. All Specialized Personnel

~~805.4.1.4.1. The Certified Lay Preacher status is subject to annual renewal.~~

STANDING COMMITTEES

805.4.1.4.1.1. Certified Lay Preachers are required to complete and submit a renewal application annually.

805.4.1.4.1.2. Beginning in the third year after receiving their credentials, Certified Lay Preachers shall appear before the Board of Examiners, and thereafter, every five years to provide updates.

805.4.2.4.1. The Licensed Deacon/ess status is subject to annual renewal.

805.4.2.4.1.1. Licensed Deacons/esses are required to complete and submit a renewal application annually.

805.4.2.4.1.2. Beginning in the third year after receiving their credentials, Deacons/esses shall appear before the Board of Examiners, and thereafter, every five years to provide updates.

Under 805.5. Transfer of Credentials from Other Denominations

805.5.1. Requirements

805.5.1.3. The applicant shall possess a Master of Divinity degree or its equivalent in order to be considered for credentials as an Ordained Elder. ~~If he does not have a Master of Divinity or its equivalent, He shall then be required to apply for and follow the procedure for an Approved, Local, or Licensed Pastor (see section 805.2).~~

805.5.1.3.1. If, in the judgment of the Board of Examiners, an applicant for ministry possesses a degree of maturity and experience, and has training equivalent to a Master of Divinity degree, he may be considered as an Ordained Elder and would only be required to receive additional training for Evangelical Congregational history, polity, and doctrine.

805.5.1.3.2. ~~If in the judgment of the Board of Examiners, an applicant does not have training equivalent to a Master of Divinity degree, he shall then apply for and follow the procedure for an Approved, Local, or Licensed Pastor (see section 805.2). The Board of Examiners will inform the applicant of the supplemental education necessary in order to be considered as an Ordained Elder.~~

805.5.1.3.3. Even if an applicant possesses a qualified ordination from another denomination and is approved as an Ordained Elder, the Board of Examiners may still require the applicant to receive supplemental education before being considered for Itinerancy.

Under Section 807.1.3. Provisions (Inactive Classifications)

807.1.3.2. The National Conference shall also provide for the moving expense of retiring pastors and elders and for widows whose husbands were in active ministry at the time of their death provided that the distance is within the boundaries of the National Conference ~~and is required by stationing~~ (see rule 910.2.3 for schedule).

Under Section 906 Stationing Classifications

906.1. Full-time Pastors. A full time pastor is a pastor who has been assigned to a church or charge, ~~receives the full time cash salary adopted by National Conference plus the base compensation benefits defined in the NC rule 1002,~~ is designated as full time on the Statement of Church's Compensation form, and has no other employment unless agreed to by the District Field Director and Ministerial Development Associate in consultation with the church or charge.

906.2. Part-Time Pastors (PT). A part time pastor is a pastor who has been assigned to a church or charge and ~~receives less than the minimum annual salary package as established by the National Conference and~~ has permission to seek outside employment. To assure adequate compensation for the level of part time work expected by a congregation and to assist the Benefits Corporation in

STANDING COMMITTEES

assigning certain benefits, part time pastors shall be classified in one of three categories: Quarter time- 10-15 hours per week; Half time- 20-25 hours per week; Three-quarters time- 30-35 hours a week

Under Section 910 Moving of Ministers

910.2.4. Effective January 1, 2018 the cost of moving a stationed or superannuated pastor **who is required to move due to stationing** is taxable income in all circumstances if paid by the National Conference or the local church. Pastors with a move paid for by the National Conference will receive a 1099-MISC tax form by January 31 of the next calendar year. The National Conference will reimburse the pastor up to 25% of the cost of the move to cover the additional federal income taxes due on the cost of the move.

*****Under Section 1020. Miscellaneous Benefits**

1020.1. Death Benefits. At the death of a ~~full-time~~ pastor who was assigned by appointment, a cash sum in the amount of \$5,000 **for part time or \$10,000 for full time** shall be paid to the surviving wife; ~~and/or~~ **if no surviving spouse then to the** dependent children living in the residence; **then to the deceased pastor's estate.** This amount shall be paid from the Disability Fund.

***** Note: 1020.1 Death Benefits was referred back to committee.**
