

1 **Document: 650.01**
 2 **NAME: Minimum Salaries for Full-Time Elders**
 3 **Author(s): Equitable Compensation Task Force as created by 2023 Annual Conference Action.**
 4 **Judith Gazaway, Rev. Brittany Isaac, Rev. Dennis Langdon, Rev. Noemi Meza, Karen Newby,**
 5 **Betsy Smith, Rev. Matthew Smith, Beth Swanick, Fe Williams, Rev. Illhan You**
 6 **CCFA Action:**
 7 **Legislative Section:**
 8
 9 **ACTION:**

10 1) Minimum cash salaries for full-time Elders appointed in the NIC will be as follows, showing
 11 an increase of 7.0% for the next fiscal year:
 12

Status	2023 actual	2024 actual	2025 recommended	2026 projected	2027 projected
Elder	(\$37,450)	(\$40,763)	(\$43,616)	(\$46,669)	(\$49,936)
LLP	(\$37,450)	(\$40,763)	(\$41,782)		

13
 14 2) Local churches are to provide a minimum of \$2,500* for accountable reimbursements for
 15 their appointed Elder(s). This covers the costs of providing travel, continuing education, and
 16 other expenses incurred in the course of providing pastoral ministry. Information about
 17 accountable reimbursements can be found at: [Accountable Reimbursement Policy Q&A](#)
 18 **Ideally the church maintains \$5,500 but, in an effort to maintain full-time, some churches may*
 19 *need to reduce the reimbursement to \$2,500. Anything lower will not*
 20 *allow the pastor to engage in fruitful ministry.*
 21

22 **RECOMMENDATIONS:**

- 23 • While the charge for the Equitable Compensation Task Force (ECTF) was a
 24 recommendation for FY 2025 only, the ECTF is recommending a minimum salary for
 25 fulltime Elders to be approximately \$50,000 by 2026 for FY 2027, achieved by 7.0%
 26 increases over the next three fiscal years (2025, 2026, and 2027). This becomes a
 27 minimum for fulltime Elders of \$43,616 in FY 2025, \$46,669 in FY 2026, and \$49,936 in FY
 28 2027.
- 29 • The United Methodist Book of Discipline does not require Annual Conferences to
 30 establish a minimum salary for LLPs. However, to responsibly recognize changes in
 31 buying power, the ECTF recommends that the minimum salary for Licensed Local
 32 Pastors for these three years at least mirror the Cost-of-Living Index as defined by
 33 governmental agencies FY2025 (\$41,782).

- 1 • The ECTF recommends that the Conference Board of Pensions and Benefits be
2 responsible for establishing annual minimum compensation amounts for Elders in
3 addition to their pension and benefits responsibilities. This would satisfy the UMBoD
4 requirement of the establishment of and Equitable Compensation Commission.

5 RATIONALE AND METHODOLOGY:

- 6 • The ECTF submitted surveys to all US Annual Conferences and received 18 replies. The
7 NIC is currently second to last in minimum salary (by a sliver margin of \$165) among
8 the 18 annual conferences responding to the survey. Had the 2023 Annual Conference
9 not approved the 8.7% increase, bringing the current minimum to \$40,763, NIC would
10 be at the bottom. Current minimums across annual conferences range from \$40,598 to
11 \$50,923.
- 12 • The ECTF determined that their recommendation would be focused on base
13 compensation only, having found it impossible to identify/consider values of
14 parsonages, housing allowances, or health insurance benefits due to the wide disparities
15 between conferences and the extreme difficulties in assigning dollar values.
- 16 • This survey showed that a lower minimum salary for LLPs is consistent with the other
17 annual conferences responding to the survey.
- 18 • A study of current A/R practices among NIC churches shows that the average A/R is
19 \$4930, already below the currently recommended \$5,500. Lowering this amount to
20 \$2,500 could make it easier for NIC churches who struggle to reach the new minimum
21 salary.
- 22 • A study determined that the proposed 7% increase and decrease of accountable
23 reimbursements would affect only 6 NIC churches, none of whom are currently paying
24 the established 2024 minimum.
- 25 • The UMBoD ¶342 speaks only to “Elders in full connection” who assume “the obligations of
26 the itinerant ministry” and who bear the burden of extensive student loans from the
27 required Master’s degree. Further, “the Church shall provide, and the ordained minister is
28 entitled to receive, not less than the equitable compensation established by the annual conference
29 for clergy members.”
- 30 • The UMBoD states in ¶625.2(a) that the Equitable Compensation Commission be
31 responsible for “recommending conference standards” for pastoral salaries, and (b)
32 “administering funds to be used in base compensation supplementation.”
- 33 • The NIC BoP&B agreed at their meeting on March 2 to assume equitable compensation
34 for 2025 and beyond as part of their charge and ongoing work.

1 **Document: 700.10**
2 **Name: Discontinuance of CHICAGO: NEW GRESHAM UNITED METHODIST CHURCH**
3 **Author: District Superintendent, Dr. Audrea F. Nanabray, Lake South District, UMC**
4 **CCFA Action:**
5 **Legislative Section:**

6
7 **ACTION:**

8 WHEREAS the New Gresham UMC located in the City of Chicago, Illinois at the
9 **commonly known address** 8700 S. Emerald Avenue, Chicago, IL 60620 in Chicago
10 Township of Cook County, Illinois was formed and has witnessed to Jesus Christ
11 and served its community and the world for many years and having closed on June 30, 2024
12 and

13 WHEREAS the New Gresham UMC faithfully served the community in the City of
14 Chicago, IL and boldly risked themselves in this effort; and

15 WHEREAS, pursuant to the provision of Paragraph 2549 of *The Book of Discipline of The United*
16 *Methodist Church 2016*, the Lake South District Superintendent has recommended with the
17 approval of the District Strategy Team that the church be discontinued effective June 30, 2024.
18 The Lake South District Committee on Building and Location has voted to concur with the
19 District Superintendent's recommendation to discontinue said church and the presiding Bishop
20 and the majority of the District Superintendents of the Northern Illinois Annual Conference of
21 The United Methodist Church have consented to the District Superintendent's
22 recommendation to discontinue said church;

23 THEREFORE BE IT RESOLVED that to minimize the risk of loss of future bequests to the
24 Conference, the Northern Illinois Annual Conference recommends that the said Church,
25 though discontinued under the Canon Law of The United Methodist Church, nevertheless be
26 maintained in perpetuity under the Illinois civil law by adopting a reincorporation thereof by
27 the Bishop under Section 46b of the Illinois Religious Corporation Act, with the incumbent
28 Conference Board of Trustees names as trustees of the Discontinued Church under the
29 procedure established by Article VII "Discontinued or Abandoned Church Reincorporation" of
30 the By-laws of the Northern Illinois Annual Conference of The United Methodist Church; and

31 BE IT FURTHER RESOLVED that all properties and assets of said Church,
32 including, but not limited to its existing and future gifts, devises, and bequests,
33 its existing personal property and accounts and its real property commonly
34 known as 8700 S. Emerald Avenue, Chicago, IL 60620,
35 Shall become the properties and assets of the Northern Illinois Conference of The
36 United Methodist Church, and
37 Shall, in the discretion of the Bishop in consultation with the Cabinet, be either:
38 a. Retained by the reincorporated shell Illinois religious corporation
39 referred to above

1 pending sale or other disposition; or
2 b. Transferred to the Board of Trustees of the Northern Illinois Annual
3 Conference of The United Methodist Church; and
4

5 BE IT FURTHER RESOLVED that the members of the said Church shall be transferred to
6 **Wesley UMC** in Chicago, Illinois, unless any such members shall inform the pastor of the
7 transferee church otherwise; and

8 BE IT FINALLY RESOLVED that the appropriate officers of The Northern Illinois Annual
9 Conference of The United Methodist Church are authorized and directed to execute on behalf
10 of the said Conference any and all such additional documents as legal counsel shall
11 recommend to effectuate the above.

12 **RATIONALE:**

13 After many faithful years of service, ministry and mission in the name of Jesus Christ,
14 Chicago: New Gresham UMC has come to a place of transition and closure as membership
15 and attendance have declined. The congregation has expressed its desire to celebrate its past
16 ministry but to no longer remain in service as **Chicago: New Gresham UMC**. The closure has
17 been recommended by the **Lake South** Board on Church Location and Buildings and the
18 District Superintendent.

1 **Document: 700.11**
2 **Name: Discontinuance of CHICAGO: FREEDOM UNITED METHODIST CHURCH**
3 **Author: District Superintendent, Dr Audrea F. Nanabray, Lake South District, UMC**
4 **CCFA Action:**
5 **Legislative Section:**

6
7 **ACTION:**

8 WHEREAS the Freedom UMC located in the City of Chicago, Illinois at the commonly
9 **known address** 2000 W. 68th Street, Chicago, IL 60636 in Chicago Township of
10 Cook County, Illinois was formed and has witnessed to Jesus Christ and served its
11 community and the world for many years and having closed on June 30, 2024 and

12 WHEREAS the Freedom UMC faithfully served the community in the City of Chicago, IL
13 and boldly risked themselves in this effort; and

14 WHEREAS, pursuant to the provision of Paragraph 2549 of *The Book of Discipline of The United*
15 *Methodist Church 2016*, the Lake South District Superintendent has recommended with the
16 approval of the District Strategy Team that the church be discontinued effective June 30, 2024.
17 The Lake South District Committee on Building and Location has voted to concur with the
18 District Superintendent's recommendation to discontinue said church and the presiding Bishop
19 and the majority of the District Superintendents of the Northern Illinois Annual Conference of
20 The United Methodist Church have consented to the District Superintendent's
21 recommendation to discontinue said church;

22 THEREFORE BE IT RESOLVED that to minimize the risk of loss of future bequests to the
23 Conference, the Northern Illinois Annual Conference recommends that the said Church,
24 though discontinued under the Canon Law of The United Methodist Church, nevertheless be
25 maintained in perpetuity under the Illinois civil law by adopting a reincorporation thereof by
26 the Bishop under Section 46b of the Illinois Religious Corporation Act, with the incumbent
27 Conference Board of Trustees names as trustees of the Discontinued Church under the
28 procedure established by Article VII "Discontinued or Abandoned Church Reincorporation" of
29 the By-laws of the Northern Illinois Annual Conference of The United Methodist Church; and

30 BE IT FURTHER RESOLVED that all properties and assets of said Church,
31 including, but not limited to its existing and future gifts, devises, and bequests,
32 its existing personal property and accounts and its real property commonly
33 known as 2000 W. 68th Street, Chicago, IL 60636,
34 Shall become the properties and assets of the Northern Illinois Conference of The
35 United Methodist Church, and
36 Shall, in the discretion of the Bishop in consultation with the Cabinet, be either:
37 a. Retained by the reincorporated shell Illinois religious corporation
38 referred to above
39 pending sale or other disposition; or

1 b. Transferred to the Board of Trustees of the Northern Illinois Annual
2 Conference of The United Methodist Church; and

3

4 BE IT FURTHER RESOLVED that the members of the said Church shall be transferred to
5 **Englewood Rust UMC** in Chicago, Illinois, unless any such members shall inform the pastor of
6 the transferee church otherwise; and

7 BE IT FINALLY RESOLVED that the appropriate officers of The Northern Illinois Annual
8 Conference of The United Methodist Church are authorized and directed to execute on behalf
9 of the said Conference any and all such additional documents as legal counsel shall
10 recommend to effectuate the above.

11 **RATIONALE:**

12 After many faithful years of service, ministry and mission in the name of Jesus Christ,
13 Chicago: Freedom UMC has come to a place of transition and closure as membership and
14 attendance have declined. The congregation has expressed its desire to celebrate its past
15 ministry but to no longer remain in service as **Chicago: Freedom UMC**. The closure has been
16 recommended by the **Lake South** Board on Church Location and Buildings and the District
17 Superintendent.