

**42nd Annual Meeting
Central Atlantic Conference
The United Church of Christ**

The University of Delaware
June 9-11, 2006

Plenary I

The 42nd Annual Meeting was called to order by its Moderator, Enid Kreiger, who then offered prayer for its guidance by the Holy Spirit.

! **Report of the Registrar**

Registrar, Connie Heasley reported 83 clergy, 124 lay delegates and 34 visitors registered for the meeting whereupon the moderator declared a quorum existed.

! **Minutes 2005**

A copy of the minutes for the 2005 Annual Meeting are on file in the conference office located on the grounds of St. Johns UCC, 1000 South Rolling Road, Baltimore MD 21228.

! **Special Guests**

Special Guests were acknowledged by Conference Minister John Deckenback and were given Voice without Vote at the sessions. Additionally, John Deckenback recognized the AUnsung Heroes@ who helped facilitate the gathering.

Standing Rules

The moderator referred all attendees to the Standing Rules of the annual meeting which were projected on the screen and contained in the printed advance materials.

President=s Report

The president of the Board of Directors, the Honorable Ralph France welcomed the delegates and thanked our hosts, the Catoctin Association as well as the Annual Meeting Task Force.

The president then offered the Annual Report of the Board of Directors, highlighting the following:

! **Website**

A complete revamping of the CAC website is underway. Sara Fitzgerald will make the site more Auser-friendly@ and afford the possibility of on-line registration and payment for the 2007 Annual Meeting.

! **Financial Review Task Group**

Anne Emery and her group are to be congratulated for their work on the following:

1. Reserve Funds
2. Annual Audit
3. Investment Policy
 - a. Endowment Fund
 - b. Future Financial Projections
 - c. Ministry Team Financial Compensation
 - d. Use of current CORE fund

The group proposed a 3-pronged approach to the gathering financial crisis.

- ! The Current Financial Situation
- ! Fund Raising
- ! Reduction in Expenses

! **Stewardship Committee**

Under the direction of Rob Peters, the committee has developed a comprehensive campaign to develop new monies and to invigorate the conference.

! **Budget Report**

Don Stevenson has reported that expenses for this budget year are in line with the projections.

! **Strategic Plan Task Force**

This group, meeting under the guidance of Chuck Wildman, is assigned to shape a vision for the future working of CAC. They have diligently considered the administrative structure of the CAC, Board Development, Community, and financial support versus financial reality. They will continue their work over the next year with a report to be offered at the next annual meeting.

Thanking the working group, President France also pointed out the generosity of the people of the CAC with regard to Katrina, the Tsunami, etc.

Additionally, President France commended Conference Minister John Deckenback for his hard work in representing the CAC and the UCC.

Greetings

Linda Senez brought greetings from the UCC Insurance Board and gave an update on the Board's activities. While she reported on a very difficult year for the Board, she believes that the situation is now on track and that in the very near future, more options will be offered for churches of all sizes.

Margo Rungee brought greetings from our partner church in Germany, the UEK. As a part of the 21st anniversary of the partnership, she will be serving as a Pastor in Residence at Lancaster Theological Seminary.

The keynote speaker, the Reverend Gil Rendle of the Alban Institute, challenged the Conference with a message of change patterned after I Corinthians 13 as he asked, "What has God called us to do in this period of deep societal change?" The meeting adjourned until Plenary II on Saturday.

Plenary II

The moderator, Enid Kreiger, opened the second plenary session of the 42nd Annual Meeting with a prayer.

Greetings

The Synod Secretary of the United Congregational Church of South Africa, Mr. Aubrey Classen brought sincere greetings and the hope that an even closer partnership might be developed through exchange trips for clergy as well as mission opportunities among those stricken with HIV, poverty, and unemployment in his nation.

! Ministry Team Reports

The Reverend John Deckenback presented the State of the Conference report utilizing what he called a "Google" view of the challenges of today and a bright future for tomorrow in which the church offers a pillar of hope in a society of despair. He highlighted the good news from around the CAC featuring ACM's Vaught, Reed, Bell and Taylor and shared the extraordinary generosity of conference churches in times of challenge, especially in disaster relief as we stand behind and beside the human spirit of hope. On the international scene, he renewed the call of the synod to the state of Israel to "tear down your wall", and called on our nation to abandon its war against terrorism.

! Greetings

The Reverend Calle Rogers Witte, the Executive Minister for Wider Church Ministries, brought a word of greeting from the national setting, highlighting the splendid diversity of the CAC and calling our conference a critical presence at the point of deepest need.

! Stewardship Presentation

The Stewardship Task Force, Rob Peters and Bob Zeigler, presented the five goals for 2006-2007.

1. Challenge greater O.C.W.M. giving within the local church
2. Share information about Mission and Ministry supported by O.C.W.M.
3. New Initiative for Funding
4. Stewardship Education
5. Fulfill CAC committal to special needs projects i.e. Katrina, Still Speaking

These goals are to be accomplished through

A copy of the nominations report is attached to these minutes as **06 AM Exhibit 01**

! **Budget**

Treasurer Jeanne Boone and Associate Treasurer Craig Sparks introduced the budget for 2007 pointing out the continued draw-down of the CORE fund and a plan to stabilize the CAC financial picture through a freeze on salaries and a greater call on Associations for funding.

The Order of the Day was moved and the budget will be further discussed in Plenary III.

Plenary III

Jeanne Boone, the conference treasurer, further introduced the 2007 Budget and led in a discussion of the pro=s and con=s and the pain of one year staff salary freeze. A motion was made and seconded (Wild/Sparks) and the delegates

VOTED To pass the 2007 CAC Budget as presented
06 AM 02

A copy of the 2007 CAC Budget is attached to these minutes as **06 AM Exhibit 02**.

! **Endowment Fund Policy** A motion was made and seconded (France/Wild) and the delegates

VOTED To establish an endowment fund policy and plan of operation for the Central
06 AM 03 Atlantic Conference as amended.

A copy of the Resolution and Policies and Procedures for operation of the Central Atlantic Conference , UCC Endowment Fund are attached to these minutes as **06 AM Exhibit 03**

! **Ministerial Compensation Guidelines**

Christine Shesler, chair of Operations and Personnel of the CAC Board of Directors. presented the guidelines for 2007. A motion was made and seconded (Smith/Forbes) and the delegates

VOTED To approve the 2006-07 Ministers Compensation Guidelines
.06 AM 04

A discussion on compensation yielded the Astrong suggestion@ that clergy salary reports be reviewed by the Board of Directors

A copy of the 2006-07 Ministers Compensation Guidelines is attached to these minutes as **06 AM Exhibit 04**

! Resolutions

1. **A resolution concerning the need for the clergy of the Central Atlantic Conference to receive ABoundary Training.**@ After much discussion and several amendments which were rejected by the delegates, a motion was made and seconded as the delegates

VOTED To approve the resolution concerning the need for the clergy of the Central Atlantic
06 AM 05 Conference to receive ABoundary Training as written.

A copy of the resolution is attached to these minutes as **06 AM Exhibit 05**

2. **A Call to End Migrant Deaths and the US Blockade strategy of Border Enforcement.** A motion was made and seconded and the delegates

VOTED To approve the resolution for A Call to End Migrant Deaths and the US Blockade
06 AM 06 Strategy of Border Enforcement.

A copy of this resolution is attached to these minutes as **06 AM Exhibit 06**

3. **Resolution on the Conference Ministry Team Compensation** - A motion was made and seconded and the delegates

VOTED To reject the resolution on the Conference Ministry Team Compensation
06 AM 07

The moderator called for adjournment of the 42nd Annual Meeting after worship on Sunday morning.

**2006 Nominating Report
Central Atlantic Conference
For Consideration and Action at Annual Meeting
June 9-11, 2006**

Narrative Report

The CAC Nominating Committee respectfully recommends to the Central Atlantic Conference UCC the following List of Nominees to be elected at Annual Meeting June 9-11, 2006

**List of Nominees
To be Elected at Annual Meeting**

**Officers of the Conference
Terms as Indicated**

Moderator	Rev Dr. Mark Boyea (NJ=07) 838 Sims Ave Scotch Plains, NJ 07076 (First Congregational, Westfield, NJ)	O. 908-654-1204 H. 908-233-24 uccfcc.mark@verizon.net
Associate Moderator	Mr. Glenn Patterson (Cat >07) 324 Wayne Ave Westminster, MD 21157 (St. Paul=s UCC, Westminster, MD)	O. H. 410-848-5581 F. Glennpat@adelphia.net
President	Mr. Ralph France II (Cat >07) 18930 Manchester Drive Hagerstown, MD 21742 (Zion UCC, Hagerstown. MD)	O. 240-420-4664 H. 301-797-7992 F. 240-420-4670 r.france@myactv.net
Vice President	Ms. Sara Fitzgerald (Pot >07) 502 Broad St., #512 Falls Church, VA 22046 (Rockspring Cong=l, Arlington, VA)	O. 703-351-5085 H. 703-534-1235 sarafitz@aol.com
Treasurer	Ms. Jeanne Boone (Ches >08) 10834 Sherwood Hill Rd Owings Mills, MD 21117 (Heritage UCC, Baltimore, MD)	O. 410-456-1702 H. 410-581-8897 Jbboone1@msn.com
Associate Treasurer	Rev. Craig Sparks (Ches >08)	O. 410-730-1770

1211 Cartley Ct
Woodbine, MD 21797
(Columbia United Christian, Columbia, MD)

H. 410-489-4276
F. 410-740-9323

cssparks@comcast.net

At-Large Nominees to the Board of Directors - Class of 2009

Barbara Ferguson Kamara (Pot)
Edd Sewell (Shen)

Association Members of the Board of Directors - Class of 2009

For information purposes only - Elected by Associations

Rev. Esther Ziegler (Cat)
Mrs. Wilma Weddington (Ches)
Rev. Fred Buker (NJ)
Mrs. Juanita Cooper (Pot)
Mr. Archie Thornton (Shen)

Association Members of the Board of Directors - Class of 2007

Ms. Robin McCord (Pot) - completing unexpired term

Association Members of the Board of Directors - Class of 2008

Rev. Barbara Rhodes (Shen) - completing unexpired term

General Synod - Class of 2009

Rev. Robert Rock (Cat)
Dr. Anne Emery (Ches)
Mr. Tim Heller (Ches) under 30
Mr. Wil Hendricks (NJ) under 30
Rev. Linda Holzbaur (NJ)
Ms. Ruth Sykes (NJ)
Ms. Kristin Curlee (Pot) under 30
Ms. Peggy Kennedy (Shen) under 30

Mr. Russ Kohrs (Shen)

**Resolution Establishing an Endowment Fund Policy and
Plan of Operation for the
Central Atlantic Conference, United Church of Christ**

Background

At its February 3-4, 2006 meeting, the Board of the Directors of the Central Atlantic Conference adopted the following Resolution:

Whereas, Christian Stewardship involves the faithful management of all the gifts God has given us – time, talents, the created world and money, including accumulated, inherited and appreciated assets, and

Whereas, Christians can give to the work of the church, specifically the Central Atlantic Conference, through bequests in wills, charitable remainder trusts, charitable gift annuities, charitable pooled income funds, assignment of life insurance, and transfer of property (cash, stocks, bonds, real estate, etc.), unused portions of retirement fund assets, (such as 401k, IRA, etc.), and

Whereas, the Central Atlantic Conference from time to time receives substantial amounts derived from its various member churches by way of gift or dissolution of a church, and

Whereas, it is the desire and intention of the Central Atlantic Conference, United Church of Christ, to encourage, receive, accept, and administer these gifts in a manner consistent with the faith and devotion to God expressed by the grantors, and in accord with the purposes and administrative needs of the Central Atlantic Conference, and

Whereas, the Board of Directors of the Central Atlantic Conference of the United Church of Christ believes it to be in the best interests of the Conference to establish an endowment to insure the future financial stability of the Conference related to the operational aspects of the Conference as well as its long-term development of leaders and capital resources,

NOW THEREFORE BE IT RESOLVED at a meeting of the Board of Directors of the Central Atlantic Conference of the United Church of Christ that there be and is hereby established an Endowment Fund, the purpose of which is to insure adequate future operating funds for the administration of the Conference, including salaries, benefits, related expenses and administrative support for our conference ministers, and other purposes as set forth in the policies governing the Endowment Fund, and

BE IT FURTHER RESOLVED that the name of the Endowment Fund shall be “Central Atlantic Conference, United Church of Christ Endowment Fund,” and

BE IT FURTHER RESOLVED that an Endowment Fund Committee shall be established by the Board of Directors of the Conference to oversee the operation of the fund including oversight of the investment policies, and

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BE IT FURTHER RESOLVED that the Policies and Procedures of the Central Atlantic Conference, UCC, Endowment Fund as attached be and is approved by the Board of Directors of the Central Atlantic Conference for submission to and approval of the Central Atlantic Conference at its 2006 annual meeting, and

BE IT FURTHER RESOLVED that the Board of Directors of the Central Atlantic Conference adopts this resolution and recommends to the 2006 annual meeting of the Conference.

THEREFORE BE IT RESOLVED that the 2006 Annual Meeting of the Central Atlantic Conference affirms the Board of Directors actions in establishing the Central Atlantic Conference, United Church of Christ Endowment Fund and it's governing policies

Approved by the delegates to the 42nd Annual Meeting of the Central Atlantic Conference United Church of Christ., June 10, 2006

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Policies and Procedures for operation of
Central Atlantic Conference, UCC, Endowment Fund

1. ENDOWMENT COMMITTEE

The Endowment Fund Committee shall be a Standing Committee of the Board of Directors of the Central Atlantic Conference and shall consist of not less than five and nor more than seven members, all of whom shall be members of the United Church of Christ and members in good standing of a congregation within the Central Atlantic Conference. Except as herein limited, the term of each member shall be five years (5) years.

Upon adoption of the endowment resolution by the Annual Meeting of the Conference, the Board shall elect seven members of the Committee, two for term of three (3) years; two of a term of four (4) years, and three for a term of five (5) years upon the nomination and recommendation of the Nominating Committee of the Central Atlantic Conference. Thereafter, the Annual Meeting of the Conference shall elect each member to this position.

Following each initial term, the Nominating Committee of the Central Atlantic Conference may nominate to the Annual Meeting the respective member of the Committee for an additional term of five (5) years on the Committee.

No member shall serve more than two terms. After a lapse of one year, former members of the committee may be reelected.

The Conference Minister, President and Vice-President of the Board of Directors, and Treasurer shall be advisory and non voting members of the Committee. In the event of a vacancy, the Nominating Committee shall make a recommendation to the Board of Directors, which shall then make an appointment in its absolute discretion.

As far as possible, the Nominating Committee shall at all times seek to have an attorney and a certified public accountant as members of the Endowment Fund Committee. As far as possible, the attorney or certified public accountant shall be the chairperson of the Committee.

No more than two members of the Board of Directors shall be members of the Endowment Fund Committee.

The Committee shall meet no less than every six (6) months, or more frequently as deemed necessary in the best interest of the fund. A quorum shall be four members. A majority of the voting Committee present shall carry any motions or resolutions. The Chairperson of the Endowment Committee, the President of the Board of Directors, or/and the Conference Minister may call meetings. The Treasurer of the Conference also may attend all meetings of the Committee.

The Committee shall elect from its membership a Chairperson and Recording Secretary.

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The Chairperson, or a designated member, shall preside at all Committee meetings. The Recording Secretary and the Conference Minister shall maintain complete and accurate minutes of all meetings of the Committee and supply a copy to each member of the Committee and Board of Directors. The Conference Minister shall give a copy of all previous year's minutes of meetings to all new members of the Committee.

The Board of Directors of the Central Atlantic Conference shall have all assets in the Endowment Fund audited annually by the Certified Public Accounting firm auditing the books of the Conference. The audit of the Endowment shall be presented to the Board of Directors for its information and action.

2. INVESTMENT MANAGEMENT

The Endowment Fund Committee, with the approval of the Board of Directors, may provide for professional counseling on investments, accounting or legal matters as it deems to be in the best interest of the Fund and at the expense of the Fund. The Committee, after consulting with the Board of Directors, shall retain the right to change professional advisors as it promotes the best interests of the Fund.

All assets shall be held in the name of the "Central Atlantic Conference, United Church of Christ, Endowment Fund."

The Endowment Fund Committee shall be empowered to hold, sell, exchange, reject, rent, transfer, lease, convert, invest, reinvest, and in all other respects manage and control the assets of the Fund, including stocks, bonds, debentures, mortgages, notes or other securities or real property as in their judgment and discretion they deem wise and prudent. The Committee shall provide a financial report to the Board of Directors every six months and at other times as requested by the President of the Board of Directors or the Conference Minister.

Members of the Endowment Fund Committee shall not be held liable for any losses which may be incurred upon the investments of the assets of the Fund except to the extent such losses shall have been caused by bad faith or willful or gross negligence. Members shall not be liable for the acts or omissions of any other members. No member shall engage in any self-dealing or transactions with the Fund in which the member has direct or indirect financial interest and shall at all times refrain from any conduct in which his/her personal interest would conflict with the interest of the Fund.

3. ACCUMULATION AND DISTRIBUTION

The Endowment Fund Committee shall determine the portion of the endowment fund deemed to be principal and the portion deemed to be income and growth according to accepted accounting principles.

The Committee shall evaluate all requests for funds. The primary objective of the fund is to provide support to the annual operating budget of the Central Atlantic Conference. The secondary objectives are a) to support programs that promote leadership development, and b) provide funds for capital equipment. Funds available for distribution

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shall be disbursed in accord with the following guidelines:

At least 65% to the annual operating budget of the Central Atlantic Conference;
Not more than 35% distributed to the secondary objectives in such proportion as
the Endowment Fund committee, with the advice of staff, shall deem appropriate.

Operational support in this context means financial support for the operational expenses of the administration of the Conference, including compensation, benefits and expenses of Conference personnel.

The Committee shall make decisions consistent with the concept that the Endowment Fund is intended to be available as a resource over the long-term rather than the short-term.

Gifts and bequests to the Fund, unless otherwise specified by the grantors, shall accumulate until the principal amount of \$6,000,000 is achieved, after which amounts may be expended annually from the Endowment for the operational support of the Conference as deemed necessary or feasible. Monies from the Fund shall be disbursed in accord with the following guidelines:

- A. No more than five (5) % of the assets of the Fund as defined below may be expended in any one year.
- B. The Endowment Fund Committee shall have the absolute discretion in the amount to be disbursed in any one year, but it shall never exceed 5% of the assets of the Fund as defined below.

The Endowment Fund Committee shall direct and may choose not to manage the investment program. The Committee, in consultation with the Board of Directors, shall direct the designated Endowment Fund management agent (brokerage firm, investment counselor, Trust Department or UCC Foundation) as to the prudent investment guidelines to be followed, and changes thereto that may, from time to time, be deemed to be in the best interest of serving the objectives of the Endowment Fund.

If an outside manager is employed, a yearly review of our investments shall be provided the Committee. The review shall include the current and historical investment status and rate of return of all assets of the endowment.

This review is to be provided to the President of the Board of Directors, the Conference Minister, and the Treasurer of the Conference and is to be shared by them with the Board of Directors at their next meeting. Investments of the fund shall be evaluated periodically by the Endowment Committee for their appropriateness, particularly in regard to socially responsible investing consistent with ethical and moral principles within the context of Christian ethics and values. The fund shall invest in a manner in keeping with the investment policy screens of the United Church Foundation.

The Committee has the authority to reject gifts of real property and other assets if such gifts present a risk, hazard or liability. (For example, a gift of real estate that is contaminated and violates Federal, State, or local environmental laws).

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The annual investment report on the Endowment shall be reported with the Treasurer's report at the Annual Meeting of the Conference. The Endowment Fund investment reports shall be included in the Annual Audit by the Conference Auditors.

An overall evaluation of the Endowment Fund shall be made at least every four years. This evaluation shall be made at the direction of the Board of Directors and shall be chaired by the then current President of the Board.

The Endowment Committee shall assist and support the Stewardship Committee in devising a plan to encourage fund raising for the Endowment Fund. This plan shall be developed by the Stewardship Committee in accord with the by-laws of the Conference. Emphasis shall be placed on the importance of donors providing unrestricted endowment gifts, or limiting the restriction to a broad category.

The Committee shall annually review all Funds in the Endowment concerning restrictions and directions of the grantor. Such records should be reviewed annually to assure wishes and/or intent of grantors are being honored. Undesignated special gifts may be transferred to the Endowment Fund as directed by the Board of Directors.

4. AMENDING RESOLUTION

Any amendment to the Resolution establishing this Endowment which will change, alter or amend the purpose for which the Fund is established shall require, for adoption, a two thirds vote of the total membership of the Board of Directors of the Central Atlantic Conference at a duly called meeting of the Board of Directors in which the call to the meeting shall include the specific proposed language for amending this document.

5. DISPOSITION OR TRANSFER OF THE ENDOWMENT FUND

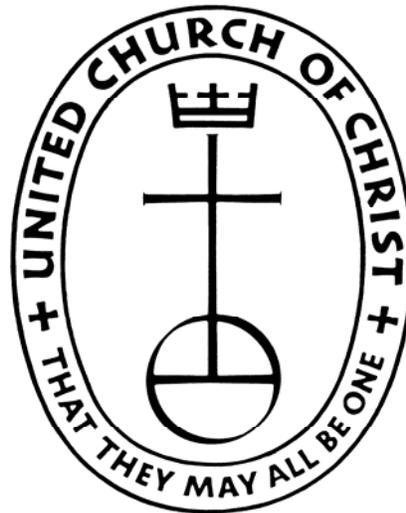
In the event that the Central Atlantic Conference of the United Church of Christ ceases to exist, either through merger, separation or dissolution, the ownership of the assets in the Endowment Fund shall automatically vest in the United Church of Christ and be under the control of the office of the General Minister and President, Office of General Ministries, United Church of Christ, its successor or successors.

Adopted by vote of the Annual Meeting of the Central Atlantic Conference on the 10th day of June, 2006.



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THE HANDBOOK

Development

Developed by the Board of Directors and recommended by the Annual Meeting of the Central Atlantic Conference, these guidelines for ministerial compensation have been proposed for all ordained persons serving as pastors in the Central Atlantic Conference (CAC). The CAC

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recognizes the challenges faced by local congregations in meeting operational budgets while continuing to do God=s work. Local churches are urged to prayerfully consider meeting the minimum compensation guidelines outlined herein to the best of their abilities.

Distribution

This handbook has been approved by a majority of the delegates to the Annual Meeting of the CAC. Each delegate is encouraged to make sure it is further distributed to her/his congregation. In addition, this handbook is made available to: a) local church governing bodies, b) the clergy of the conference, c) church and ministry committees, d) search committees, and e) potential candidates.

Compensation Philosophy

This handbook assumes that pastors, given their years of graduate education and the significant responsibilities of parish leadership, will be adequately compensated by CAC churches. Indeed, the philosophy of this handbook is that churches will aim to provide pastors with a standard of living relatively free of financial stress and a salary that is comparable to other professional occupations requiring post-graduate degrees. Several major factors have been used by the CAC (and many other UCC Conferences) to establish minimum guidelines for pastoral compensation. These factors include 1) the number of church members and 2) the number of years of relevant pastoral experience. The Salary Grid for the year 2006-07 has been increased 3% over 2005.

Use

The CAC Board of Directors envisions two major situations where these guidelines should be of use. When a pastor is first called to a church, the minimum compensation guidelines should assist both the pastor and the congregation by providing a CAC-wide frame of reference on salary and benefits. In addition, the guidelines should be helpful during development of the church annual budget and establishment of the pastor=s compensation package. The CAC Board of Directors has asked each Association to offer assistance in helping church leaders understand compensation packages for both new and current pastors. Such consultation should enable all CAC churches to work together in implementing these guidelines.

To sustain rewarding and satisfying relationships between pastors and churches, it is recommended that each church have a Pastoral Relations Committee. This Committee should meet periodically with the pastor, advise the pastor of the concerns of the congregation, and act as an advocacy group for the pastor=s leadership in the church. Constructive evaluation of a pastor=s performance and concern for the pastor=s compensation might begin with this committee. Other leaders in the church, especially people skilled in personnel and financial matters, will usually be consulted before determining the actual compensation package.

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THE PASTOR=S COMPENSATION PACKAGE

The pastor=s compensation package includes cash salary, provision of a parsonage, (previously called Ahousing allowance@) and benefits including pension, insurance, Social Security offset, sick leave, vacation and sabbatical.

Cash salary

1. It is recommended that all churches attempt to meet the minimum cash salary grid shown in this document. The 2006-07 salary grid is based on the number of members in the congregation and years of experience in the ministry. The first column in the grid represents an entry-level salary, recommended for persons with no prior pastoral experience. Other columns show the recommended minimum salaries for different levels of experience, using a factor of 1% increase in salary for each year of experience.
2. The recommended base salary for Associate Clergy is 85-90% of Senior Pastors for comparable experience and education. The special ministry of a clergy associate should be highly valued and compensated equitably.
3. The local church should establish adequate salary compensation for supply and interim ministers. It is recommended that occasional pulpit supply pastors receive a minimum of \$100 plus mileage for conducting a worship service. Full time interim ministers should be paid at the same scale as other full time clergy, including housing and benefits. The salaries of part-time interims should be proportional to their percentage of a full-time position.
4. While the salary grid should be appropriate for a majority of the CAC churches, there are at least two situations that require additional comment.

Annual Church Budget less than \$110,000 per year

The minimum recommended salary and benefits package for a pastor with no prior experience in a parsonage situation is \$63,301 (see Appendix, page 9). Assuming that this package is about 70% of the church=s budget, the estimated minimum church budget compatible with the year 2006-07 guidelines is \$108,000. The CAC recognizes that churches with small congregations and annual budgets less than \$108,000 per year face challenges in meeting the minimum salary and benefit recommendations in these guidelines. Churches in this situation are encouraged to explore ways that allow for clergy coverage of the congregation while still providing salary and benefits at or above the minimum levels in these guidelines.

One option is to have a part-time pastor, allowing the clergy person to supplement his or her income by way of another job. It is important that health insurance coverage be provided through at least one of the positions. Another option for churches to consider is a yoked parish. Yoked parishes pool their financial resources to provide salary and benefits for a pastor whose duties are shared with another congregation

Search committees and congregations are encouraged to contact their Associate Conference Minister to explore options for meeting church needs while providing equitable pay for their clergy. The CAC understands and appreciates the difficulties that local churches face in meeting their spiritual, mission, and evangelical calls. Their prayerful deliberation on this matter is acknowledged and joined by all within the Conference.

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Churches with Annual Budgets more than \$195,000 /year and less than 200 members

For churches with annual budgets of more than \$195,000/yr with less than 200 church members, it may not be equitable to pay the pastor strictly according to the Salary Grid. In such unusual situations, it is recommended that the pastor=s salary reflect the complexity of the pastor=s workload (e.g. people other than members served by the church, large physical plant), the church=s total financial resources (including endowments and other special funds) and the size of the church=s annual budget. Churches in this situation are encouraged to consult with their Associate Conference Minister.

Housing

- 1 It is usually desirable that a pastor own his or her own home, since home ownership allows for the building of equity over time. With the sale of a parsonage, many churches can lend pastors money for a down payment on a home. Alternatively, by renting their parsonage, a church can provide a housing allowance for the pastor.
2. When the pastor owns or rents a home, the church should pay a parsonage equivalent to cover the costs of owning and maintaining the home. The minimum recommended parsonage equivalent is the fair rental value (furnished) plus utilities and maintenance, but not less than 30% of the pastor=s cash salary. Local housing can be the greatest variable in costs from region to region within the CAC. This should be particularly taken into account for high housing cost areas, and the parsonage equivalent should be increased accordingly. For a parsonage equivalent to qualify as tax-free income, it must be clearly designated as such in the church budget and approved by the official board of the church each year.
3. If a pastor is required or chooses to live in the parsonage, the parsonage should be attractive, comfortable and well-maintained. It should be spacious enough for adequate sleeping quarters and a guest room. Appliances should be modern and in good working condition. All utilities (heat, light, water, garbage collection, yard maintenance and basic telephone service) should be provided by the church. Other expenses of maintaining a home may be excludable from income under IRS regulations. The parsonage should be regarded as the pastor=s private home.
4. To compensate for the loss of home equity by ministers who live in a parsonage and those who rent, the church should establish a home equity fund. It is recommended that \$2,000 to 4,000 be placed in this fund each year, to be held in trust and given to the pastor at the time that he or she leaves the parish. The pastor may choose another means to receive the home equity funds.

Benefits

5. Pension

The UCC Annuity Fund, a Atax-sheltered annuity@ offering both fixed and variable annuities, is excellent and every church is strongly encouraged to participate. The recommended level of participation is 14% of the salary base. Salary base equals 130% of cash salary plus social security offset if the pastor lives in a parsonage. For a pastor who receives a parsonage equivalent, salary base is the cash salary plus the parsonage equivalent plus the social security offset. Pastors are allowed to make tax sheltered contributions to the same annuity plan within the restrictions of the applicable IRS guidelines. UCC pension contributions are not reported as current income for tax purposes.

2. Insurance

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45 The comprehensive insurance program of the United Church of Christ for clergy includes
46 health insurance, dental insurance, group term life insurance, short and long term disability
47 insurance (family protection plan).
48

- 49 A. Health Insurance B The UCC Health Insurance Program provides medical and dental
50 insurance for pastors and their families. It is recommended that churches pay 100% of
51 the premiums for the most comprehensive medical and dental insurance offered by the
52 UCC program.
- 53 B. Life Insurance and Disability Income Benefit Plan B This Plan provides disability income
54 and decreasing term life insurance to aid families in case of disability or death. It is
55 recommended that churches pay the premium for this Plan which is 1.5% of salary base
56 (see above for definition). In case of disability or death, it is recommended that a local
57 church continue to pay the pastor=s salary for three months until the Life Insurance and
58 Disability Income Benefit Plan becomes effective.
- 59 C. Professional Malpractice Insurance B It is recommended that all churches purchase
60 professional malpractice insurance to protect pastors in the event of a lawsuit due to
61 pastoral counseling. Churches insured through the Conferences of the UCC Insurance
62 Program already have this insurance as a component of the Program.
- 63 D. Tenant=s Insurance B It is recommended that all churches provide tenant=s insurance for
64 all pastors who live in a parsonage.
65
- 66 6. Vacation and Leave of Absence
- 67 A. Vacation B Pastors receive at least four weeks of annual paid vacation. In addition, eight
68 days within each month should be granted as personal time for the purpose of rest and
69 renewal.
- 70 B. Sick Leave B During periods of temporary illness, salary and benefits will be paid. After
71 one month and six months respectively the Pension Boards Short and Long Term
72 Disability Plans will provide coverage as indicated in the Life and Disability Plan
73 documents provided by the Pension Boards.
- 74 C. Family Medical Leave B Churches should make every effort to comply with the Family
75 Medical Leave Act of 1993 in instances of need such as childbirth, adoption, elder care or
76 other crises covered under this Act.
- 77 D. Parental Leave – Parental leave with pay up to eight weeks may be taken by arrangement
78 with the church. An ordained minister who is the parent of a newborn and/or newly
79 adopted child or who is pregnant or a single parent may take, in addition to the paid
80 leave, up to three months total leave, the last month of which is either accrued vacation
81 time or leave without pay.
- 82 E. Continuing Education B Annual leave of at least two weeks and an annual allowance of
83 \$1200 for continuing education should be given to every pastor. Pastors should report
84 the results of such studies to the Pastoral Relations Committee. Whatever the dollar
85 amount the church provides, it should accrue from year to year.
- 86 F. Sabbaticals B It is recommended that every church have in its written contract with the
87 pastor the provision of a 3 to 4 month sabbatical leave every five years with full pay and
88 benefits. The sabbatical should be a time of study, travel or experience of personal
89 renewal for the pastor. Pastors should plan on continuing to serve the same church for at

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90 least one year after taking such sabbatical leave. Churches should plan ahead for the
91 resources necessary to provide continued ministerial coverage during a pastoral
92 sabbatical.
93

94 7. Social Security Offset

95 For Social Security purposes, pastors are classified as Aself-employed.@ In contrast to other
96 workers, pastors must pay all of their own social security tax. The rate for 2006-07 is 15.3%.
97 Congregations are urged to share this burden by providing an allowance equal to approximately
98 one-half the pastor=s social security tax. Pastors must report this income for
99 tax purposes.
100

101 **Professional Expenses**

102 A pastor=s professional expenses are not included in the base salary. Expenses such as the use of the
103 pastor=s automobile, books and periodicals, etc. are costs to the church of providing pastoral services and
104 should be reimbursed.
105

106 8. Automobile B Churches may want to consider buying or leasing an automobile for the pastor=s
107 professional use. Even in this situation, insurance, gasoline and maintenance expenses should be
108 reimbursed. If the church does not provide an automobile, an automobile allowance should be
109 provided that it at least equal to the annual IRS per mile deduction. Pastors need to submit detailed
110 expense records to the church.

111 9. Books and Periodicals B In order to encourage the continuing education of pastors and to provide
112 literary resources for preaching and teaching, all churches should provide a minimum allowance of at
113 least \$300 annually for the purchase of books and literature. Pastors need to submit detailed expense
114 records to the church.

115 10. Other Professional Expenses B Churches should pay all non-reimbursed expenses of pastors
116 attending Conference and Association meetings, as well as all other expenses including stationery,
117 telephone, computer or word processor maintenance, postage and dues for professional organization
118 membership. Pastoral expenses for official entertainment of parishioners or prospective members
119 should be paid by the church.

120 11. Reimbursement Plans B Reimbursement plans have a distinct advantage for ministers in that the
121 money is not taxable as income. Many churches use a reimbursement plan to pay for the pastor=s
122 professional expenses described above. Alternatively, a Flexible Spending Account may be set up.
123 Using a written plan that meets the requirements of the income tax regulations, the church may set
124 aside money for additional expenses not covered by health and dental plans, or the pastor may elect to
125 set aside part of his/her salary for this purpose. It may cover eye, dental, drug and any non-covered
126 health expenses for minister or the minister=s family.
127

128 Reimbursement plans must abide by the following rules:

- 129 1. A specific amount of money is set at the beginning of the year
 - 130 2. The money is paid according to submission of expenses
 - 131 3. Unused money must remain in the church account
- 132

133 If the money is being set aside from the minister=s salary, it is advisable that the estimate at the
134 beginning of the year be low to minimize the risk of having money left unused at the end of the year.

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CAC UCC MINIMUM Pastors' Salary Grid for 2006-07

No. of Church Members	Entry Level	Base Salary with a Parsonage Supplied for the Pastor				20+ yr. Exp.
		5 yr. Exp.	10 yr. Exp.	15 yr. Exp.	20 yr. Exp.	
<100	\$31,823	33,414	35,005	36,596	38,187	
100	\$33,126	34,782	36,438	38,095	39,751	
150	\$34,431	36,152	37,874	39,595	41,317	
200	\$35,960	37,758	39,556	41,354	43,152	
250	\$37,039	38,891	40,743	42,595	44,447	Add
300	\$38,150	40,057	41,965	43,872	45,780	
350	\$39,647	41,629	43,611	45,594	47,576	1%
400	\$40,952	42,999	45,047	47,095	49,142	
450	\$42,256	44,369	46,481	48,594	50,707	for
500	\$42,291	44,405	46,520	48,634	50,749	
550	\$44,865	47,108	49,351	51,594	53,838	each
600	\$46,162	48,470	50,778	53,086	55,394	
650	\$47,472	49,845	52,219	54,592	56,966	additional
700	\$48,771	51,209	53,648	56,086	58,525	
750	\$50,081	52,585	55,089	57,593	60,097	year
800	\$51,381	53,950	56,519	59,088	61,657	
850	\$52,682	55,317	57,951	60,585	63,219	of
900	\$53,987	56,687	59,386	62,086	64,785	
950	\$55,292	58,057	60,822	63,586	66,351	experience
1000	\$57,626	60,508	63,389	66,270	69,152	
>1000	\$57,913	60,808	63,704	66,600	69,495	

138 **Part-time Compensation**

139
140 Part-time Employment Compensation Guidelines Congregations who call pastors to less than full-time
141 service should use the salary grid to determine the recommended minimum salary for full time service for
142 their church and their pastor=s experience and then multiply that salary by the percentage of full-time
143 service worked by the part-time pastor. [Example: A church with 200 members and a parsonage hires a
144 part-time minister with 10 years experience for half-time. The recommended cash salary is \$39,556
145 (Salary Grid) x (50%) or \$19,778.]

146
147 Clergy employed 24 hours or more per week should receive housing and all benefits.

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APPENDIX	
Estimate of Minimum Recommended Salary and Benefits Package for the year 2006-07 Smallest Church, Entry Level	
Item	Base Salary Parsonage Annual Cost
Cash Salary	\$31,823
MINIMUM BENEFITS	
Health Insurance	\$14,253
Pension (14%) (a)	\$ 6,235
Life Insurance & Disability	\$ 455
Dental	\$ 920
OTHER BENEFITS	
Social Security Offset (7.65%)	\$ 3,165
Equity Fund	\$ 2,000
Continuing Education	\$ 1,200
Tenant's Insurance	\$ 250
EXPENSE REIMBURSEMENT	
Professional Expenses (est.)	\$3,000
Expense Reimbursement (est.)	
ESTIMATED TOTAL COST	\$63,301
Est. Minimum Church Budget (b)	108,000
<p>(a) Salary Base includes salary (130% if parsonage) and S.S. offset = 44,535</p> <p>(b) Assuming that Pastor's compensation package is 70% of entire church budget; for the parsonage situation the costs of owning and maintaining the parsonage need to be added in as well.</p>	
Last revised: 5/15/06	

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06 AM Exhibit 05

**A RESOLUTION CONCERNING THE NEED
FOR THE CLERGY OF THE CENTRAL ATLANTIC CONFERENCE
TO RECEIVE "BOUNDARY TRAINING"**

PRESENTED BY: The Chesapeake Association, Central Atlantic Conference, UCC

SUMMARY: A request that the Conference strongly urge the authorizing bodies on ministries in the five Associations to cooperate in developing programs whereby all active authorized ministers (clergy, lay ministers and candidates in-care) will receive training in the professional boundaries of ministerial activity. These may include, but are not limited to, sexual, financial, personal and family boundaries.

BACKGROUND: Since New Testament times part of the church's assessment of the quality of ministry has been the minister's understanding and compliance with the moral and professional boundaries of this office. The Apostle Paul wrote of his concern that his letters and his deeds show a congruence with his faith (II Cor. 10:9-11). The writer of I John expressed great concern over the appearance of "false prophets" (probably Gnostics) among the churches (I Jn. 4:1-3). In the early second century the churches developed standards by which the behavior of missionaries, prophets and teachers was to be governed (Didache chap. 11). The ecumenical councils of Nicea and Constantinople established boundaries for bishops and clergy (Nicene canons 2-5, 15-16; Constantinople canon 2). In our own time the scandals publicly reported in the media have created an atmosphere of lowered trust toward ministers, and because of this some denominations have established "boundary training" standards. Within the United Church of Christ "boundary training" has been provided or required in Associations on local initiative.

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1 WHEREAS boundary violations can cause immense human suffering; and

2

3 WHEREAS all authorized clergy benefit from being in conversation about professional
4 boundaries; and

5

6 WHEREAS clergy boundaries in our time are evolving and need to be clearly understood; and

7

8 WHEREAS appropriate clergy boundaries can be subtle and difficult to discern and may be
9 unintentionally crossed; and

10

11 WHEREAS both the minister and the local church or calling body may be liable if charges are
12 preferred regarding the violation of ministerial boundaries; therefore

13

14 BE IT RESOLVED That the Annual meeting of the Central Atlantic Conference affirms its
15 commitment to clergy ethics and to the value of providing training to active authorized
16 ministers concerning the boundaries of ministerial behavior; and

17

18 BE IT FURTHER RESOLVED That the authorizing bodies on ministries of the five
19 Associations of the Central Atlantic Conference are hereby encouraged to develop a
20 coordinated plan to provide boundary training to all active authorized ministers; and

21

22 BE IT FURTHER RESOLVED That the Conference ministry team facilitate coordination of
23 activities by the authorizing bodies on ministries in the five Associations of the Central
24 Atlantic Conference to cooperate in implementing programs whereby all active
25 authorized ministers will receive training in the professional boundaries of ministerial
26 activity.

27 Approved by the delegates to the 42nd Annual Meeting of the Central Atlantic
28 Conference United Church of Christ, June 10, 2006

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06 AM Exhibit 06

**A Call to End Migrant Deaths and the
US Blockade Strategy of Border Enforcement**

Submitted by: Hope United Church of Christ, Alexandria, VA

*“For he is our peace; in his flesh he has made both groups into one and has broken
down the dividing wall, that is, the hostility between us”* Ephesians 2:14

SUMMARY

Nearly 3,000 men, women and children have died attempting to cross the US/Mexican border since the United States began its current blockade strategy of border enforcement. Migrants are dying at a rate of one per day. The policy continues despite evidence that the blockade has done little to stem the steady stream of immigrants crossing illegally into the US. The strategy has imperiled lives by forcing immigrants to travel into remote and dangerous regions of the desert and has fostered an anti-immigrant environment of prejudice and fear, encouraging an upsurge in vigilante activities that represent a great potential for loss of life. Government officials have introduced legislation in both the US Senate and House of Representatives that would criminalize any effort by a US citizen to offer humanitarian assistance to a migrant in need.

The United Church of Christ is called to recognize its unity with the powerless and oppressed by seeking ways to protect the lives of migrants, to speak against inhumane policies, to encourage the US government to end the current strategy of border enforcement, to create programs for legal migration, and to remedy economic and political policies that force people to leave their home countries. The United Church of Christ is also called to support humanitarian groups that offer migrants emergency assistance and advocacy and that seek to educate US citizens on border issues, globalization and US economic policy.

BACKGROUND

The US/Mexico borderland is a region marked by stark contrasts and incongruities. The two countries share a 2,000-mile artificial boundary, the longest international border in the world. It is a place where rich meets poor and a 15-foot metal fence, topped with forbidding barbed wire and floodlights cuts through the landscape. The border is a wall separating rich from poor, brown from white, prosperous from desperate. There is no mistaking who erected the wall and whom it is meant to keep out. The wall separates the “Haves” from the “Have nots.” On the US side it is a world of Wal-Marts and Burger Kings, abundance and prosperity, organization and advantage. On the Mexican side it is a world of tiendas and tamales stands, scarcity and desperation, chaos and difficulty.

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71 The population on the Mexico side of the border has grown exponentially in recent years. As a
72 result of NAFTA (North America Free Trade Agreement) millions of people have lost traditional
73 means of earning a living. They have left their homes in the interior of Mexico to seek a better
74 life working in maquiladoras (US owned assembly plants) located on the border. The rapid rise
75 in population has far exceeded the border cities' abilities to provide services such as sewage,
76 water, electricity, housing and schools. As a result—thousands are living in makeshift dwellings
77 without basic services. Food costs exceed the ability of most to provide basic nutrition to their
78 families, leaving many children seriously malnourished.

79
80 Following the signing of the Treaty of Guadalupe Hidalgo in 1848, in which the United States
81 seized nearly half of Mexico's territory there continued to be a steady movement of people back
82 and forth across the border. It was not until 1924 that border enforcement became an issue and
83 the US Border Patrol was created. The Immigration Reform and Control Act of 1986 fortified
84 the border by funding new checkpoints, fences and increased border agent staffing. In 1993,
85 bowing to political pressure, the US began a blockade style strategy of immigration control and
86 the militarization of the border. Urban ports of entry and other natural migration routes which
87 had existed for centuries were sealed off forcing migrants to seek passage into the US through
88 more and more remote and inhospitable areas of the desert.

89
90 Ironically, border enforcement efforts and restrictions on migrant labor increased at about the
91 same time that NAFTA was signed. NAFTA benefited both Mexican and US corporations by
92 easing the flow of capital across the international border and ending almost all tariffs on
93 agricultural imports from the US into Mexico. Mexico's poor farmers were devastated. Family
94 farms were lost. According to the Mexico National Agriculture Commission, hundreds of
95 thousand of jobs are being lost in farming and food industries each year. The result? People are
96 on the move north in search of a better life along the border and beyond.

97
98 Border enforcement policies and trade agreements don't address the fundamental fact that the US
99 economy is dependant on migrant labor. The US Department of Labor estimates that the number
100 of jobs in the US economy that require only short-term training will increase from 53.2 million
101 in 2000 to 60.9 million by 2010. The US unskilled job force is shrinking due to an aging work
102 force and rising education levels. "By 2010 the median age of [US] American workers will
103 reach 40.6 years, while the share of adult native-born men without a high school diploma
104 continues to plunge: from more than half in 1960 to less than 10 percent today," according to a
105 *Wall Street Journal* article. Legal immigration to the US has been made nearly impossible in
106 recent years. According to the *New York Times* the US issues only "about 5,000 visas yearly for
107 unskilled year-round labor, but the economy requires hundreds of thousands of new workers."

108
109 Since 1986 the United States has more than tripled the number of Border Patrol agents and
110 increased the enforcement budget 10 fold. The blockade strategy was designed to stop illegal
111 entries in urban areas like San Diego, El Paso and the south Rio Grande Valley. There is little
112 evidence that it has done anything to stop the relentless stream of illegal migrants making their

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113 way across the border. The militarization of the border has instead pushed migrants into more
114 remote and treacherous regions like the inhospitable Sonoran desert of Arizona. Since 1995
115 nearly 3,000 people have perished while attempting to illegally cross the border from Mexico
116 into the United States. The vast majority of deaths have been attributed to “environmental
117 causes:” heat exhaustion, dehydration and hypothermia. Others have died from asphyxiation in
118 sealed truck and railroad compartments, drowning and violent crime. Legislation has recently
119 been introduced in both the US House of Representatives and the Senate that would make
120 offering humanitarian assistance to an illegal immigrant an aggravated felony.

121
122 Many migrants pay thousands of dollars to acquire the assistance of a smuggler known as a
123 “coyote.” The lure of lucrative financial rewards has created a new form of organized crime.
124 Unscrupulous coyotes often abandon migrants who are unable to keep pace on the strenuous
125 journey or hold migrants hostage in the hope of extorting more money from the migrant’s family.

126
127 **BIBLICAL AND THEOLOGICAL BACKGROUND**

128 From the beginning, God has instructed God’s people to welcome the foreigner as a guest
129 (Genesis 18: 1-8, I Kings 8:41-43). In fact, God makes clear that the foreigner has a place in
130 God’s house (Isaiah 56:6-8). Even Jesus likens the Kingdom of God to the celebration of the
131 lost and vulnerable as he told the story of the prodigal son (Luke 15:11-32).

132
133 In addition, God makes it clear from the beginning that God will be open to the neighbor’s need
134 (Exodus 22:26-27 and as God’s people we are called to do no less. God will listen to the
135 neighbor’s needs and concerns and we are not to take advantage of the neighbor (Deuteronomy
136 15:7-11).

137
138 Jesus, by command and by example, calls us to love the neighbor (Mark 12:31) and to welcome
139 the outcast. Even Paul states that Christians are people who meet the needs of their neighbor
140 (Romans 15:2).

141
142 **RESOLUTION**

143
144 Whereas, Jesus and the scriptures give us clear instruction on how we are to treat the foreigner
145 and neighbors in need,

146
147 Whereas, Hope UCC has come to know the plight of the borderland people of Sonora, Mexico
148 on a deep and personal level through their work with Presbyterian Border Ministry,

149
150 Whereas, nearly 3,000 men, women and children have died attempting to cross the US/Mexico
151 border since the implementation of the blockade strategy of border enforcement and there is little
152 evidence that this policy has been effective in slowing the tide of illegal migration,

153
154 Whereas, the blockade strategy of border enforcement has created an underground market for the

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155 smuggling of human beings which exploits its vulnerable victims,
156

157 Whereas, the blockade strategy of border enforcement has encouraged an upsurge in vigilante
158 activities, fosters an anti-immigrant atmosphere and represents the potential for violence,
159

160 Whereas, the causes of illegal migration lie in economic and trade inequities, NAFTA and other
161 US policies have contributed to the destabilization of the Mexican family, devastated family
162 farming and created conditions for mass migration and recognizing that the death toll is the
163 direct result of a U.S. border enforcement policy which ignores the economic forces on both
164 sides of the border that drives illegal migration,
165

166 Whereas, the 24th General Synod of the United Church of Christ adopted a resolution supporting
167 Humane Borders, a faith-based group that offers assistance to those in need by maintaining water
168 stations on and near the border and recognizing that there is more that can be done within and by
169 the UCC regarding border issues,
170

171 **THEREFORE LET IT BE RESOLVED** that the Central Atlantic Conference UCC 2006 Annual
172 Meeting urges the churches of the Central Atlantic Conference to

173 ! Call upon the US government to recognize the blockade strategy of border enforcement as a
174 failure and to seek a more productive, humane and just immigration system

175 ! Call upon the United States government to work with Mexico in developing a just immigration
176 system that promotes shared responsibility for immigration control

177 ! Partner with faith-based humanitarian groups, Presbyterian Border Ministry, BorderLinks,
178 Humane Borders and No More Deaths in providing humanitarian assistance, advocacy and educational
179 opportunities for people to learn more about border issues.
180

181 **BE IT FURTHER RESOLVED** that the 2006 Annual Meeting of the Central Atlantic
182 Conference asks the Conference Board of Directors to prepare and submit a resolution based
183 upon this resolution to the 26th General Synod of the United Church of Christ in 2007.

Approved by the delegates to the 42nd Annual Meeting of the Central Atlantic Conference United
Church of Christ, June 10, 2006

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