

Compensation Agreement

Approved by the Colorado District Conference

Last Updated: 6/20/2020

WHEREAS: District compensation packages should be assembled decently and in order,

WHEREAS: We as the body of Christ should strive to be fair and equitable to all members including our compensated district officials,

WHEREAS: There is currently no mechanism in place to review and/or update the current district compensation package for the District Superintendent and the District Secretary-Treasurer,

THEREFORE; BE IT RESOLVED that the Colorado District Board be hereby authorized by the Colorado District Conference to form a finance committee composed of one Board member, who is not a compensated member, and one ordained minister and one general licensed or ordained minister, all of whom have been ministers in the Colorado District for at least five years, and currently reside in the Colorado District.

The District Board shall form this Finance Committee every two years at the Fall District Board Meeting. The District Board shall provide all pertinent information to the Finance Committee for appropriate study. The Board shall call for the Finance Committee to begin its process upon committee appointment and shall finish its work 30 days prior to the next District Conference.

These will be appointed positions by the District Board and will serve a two-year period. They may be reappointed. This committee will provide oversight of the district's payroll obligations. The District's payroll obligations will be reviewed every two years, considering 1) the workload of the officers receiving compensation, 2) the inflation rate, and 3) any increase in responsibilities due to any measurable growth of the District. The need for an increase in salary should not be assumed with each review.

Furthermore, it would be appropriate to compare similar compensation structures with other UPCI districts in a similar position and size. Upon review of the entire compensation package, this may include but not be limited to a salary, housing allowance, contributions to a retirement account, medical insurance, and life insurance; the committee shall formalize its findings in a written report and make a recommendation to the District Board.

Acting on behalf of the District Conference, the District Board would have the authority to approve or disapprove the entire compensation package. This approval will remain in effect for a two-year period. Should the District Board desire to make any changes to a particular part of the package, the entire package would have to go back to the committee. They would then revise the overall package and re-submit it to the District Board for review.

The final determination of the proposed new compensation package will be presented at the next District Conference for a yes or no vote. For the purposes of tax withholding, the licensed ministers acting in an official role as officers for the District are considered contractors, and no payroll withholdings will be made on their behalf.

Respectfully Submitted,

Rev. Terry L. Plummer
District Secretary-Treasurer