

**Minutes of the 215<sup>th</sup> Annual Meeting of the  
Massachusetts Conference of the United Church of Christ  
Sturbridge Host Hotel and Conference Center  
June 13-14, 2014**

**Friday, June 13, 2014**

The Rev. Mr. Matt Carriker and The Rev. Mr. Chad Kidd led opening worship which began at 3:34 pm. The Rev. Ms. Pam McGrath read Psalm 105:1-6, and the theme scripture for the meeting (John 14:12), and explained that there would shortly be breakout sessions (titled “Knock your Socks Off”) to hear stories of ‘greater works’ in four areas: Bridge Building, Justice, Prayer and Generosity. The Moderator called the meeting to order, invited everyone to look at the Delegate Materials, and encouraged everyone to share on the Annual Meeting Facebook page and tweet at #macucc2014 during the meeting. The Moderator introduced the Vice-moderator, the Rev. Ms. Anne Cabbage; the Parliamentarians, Mr. Richard Osterberg and Mr. Harry Pape; and the Recorder, Ms. Patti Babcock.

The Moderator introduced the Minister and President, the Rev. Dr. Jim Antal. Dr. Antal thanked the Board of Directors, having them stand and receive applause for their dedication, generosity, wisdom and thoughtfulness. Dr. Antal thanked the Conference staff for their imagination, humor, talent, dedication and commitment, and asked them to stand for applause. The Moderator read the names of the Business Committee (the Rev. Ms. Anne Cabbage, Mr. Vard Johnson, Ms. Nancy Lawrence, Mr. John Sharland, Ms. Martha Crawford, and the Rev. Mr. Ian Holland). He noted that the Credentials Committee was chaired by Ms. Martha Crawford, Secretary of the Conference, who had appointed Ms. Bonnie Fleming and the Rev. Ms. Marilyn Rossier as additional members of the committee. The Moderator reported that 238 lay delegates, 184 clergy, 43 visitors, 47 others had registered for the meeting. The Moderator confirmed that a quorum has assembled as required by the by-laws. The meeting was declared officially in session at 4:11pm. The Moderator appointed the Rev. Ms. Kelly Gallagher and her committee as ushers and tellers for the plenary sessions.

The Vice-moderator explained the procedures for voting and debating. The Vice-moderator moved the Consent Calendar listed on page 5 of the Delegate Materials. The motion was seconded and adopted unanimously.

<b>Consent Calendar 14-AM-01</b>	<i>The 215<sup>th</sup> Annual Meeting of the Massachusetts Conference of the United Church of Christ adopts the Consent Calendar as presented on page 5 of the Delegate Materials (Appendix A).</i>
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The Vice-moderator invited The Rev. Ms. Linda Michel to speak on behalf of the Volunteer Development Committee. Ms. Michel thanked the committee for their work and moved to

adopt the Nominating Slate as presented in the Delegate Materials. The motion was seconded, and one comment was made by Mr. Robert Ochoa urging diversity. There being no more discussion, the motion then passed.

<b>Nominating Slate 14-AM-02</b>	<i>The 215<sup>th</sup> Annual Meeting of the Massachusetts Conference of the United Church of Christ elects the slate of Committee and Board members, General Synod Delegates, and Officers as presented in bold type on pages 9- 12 of the Delegate Materials.</i>
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The Rev. Dr. Jim Antal thanked Ms. Michel for her decades of service.

The Vice-moderator explained the procedures for Speakouts. Annual Meeting was declared in recess until 7:15 that evening.

Following dinner, the Vice-moderator introduced three Speakouts and read from John’s gospel, continuing the theme of “greater works”. She then invited Ms. Diane Gaucher and Ms. Marilyn Jackson Adams to share a testimonial about the scarf project at Old South Church Boston. Old South put out a call for hand-knit scarves to be given to Boston Marathon participants along with blessings and prayers for safety and courage. The church received 7,400 scarves from all over the world – every state and 14 countries. Scarves were distributed to many runners, both on the street in front of the church, and at a special “Blessing of the Athletes” service which Old South conducts annually.

The Moderator then invited the Treasurer, Mr. Rick Lawrence, and the Assistant Treasurer, Mr. Chip Hamblet, to speak about the proposed budget and United Church Mission. Mr. Lawrence encouraged everyone to read and share with their congregations “Mary’s Story”, written by Mr. Andy Gustafson, which illustrates the many ways one UCC member and her congregation are supported by the efforts of the wider church. Mr. Hamblet pointed out Mr. Lawrence’s Treasurer’s Report found on pages 7-9 in the Advance Materials, which explains proposed actions relating to the 2015 budget. He explained that most of the income available for use in the Conference setting comes directly from local churches in the form of Our Church’s Wider Mission Basic Support and Fellowship Dues. These two items provide over 78 percent of Conference income expected in 2015. Mr. Hamblet then explained the three budget-related votes:

The first vote (proposed Vote A on page 11 of Advance Materials) would determine what percentage of OCWM Basic Support will be retained for use in Massachusetts, and what percentage will be forwarded on to the national setting of the UCC for national and global ministries.

The second budget-related vote would set Fellowship Dues at \$18.10 per member, an increase of \$.30 cents per member over the 2014 rate. This is proposed Vote B on page 11 of the Advance Materials.

The third budget-related vote would set a 2015 budget with income of \$2,217,200 and expenses of \$2,258,500, and a transfer from operating reserve of \$41,500 to balance the budget. Approximately \$51,000 of net income from 2013 was set aside as operating reserves for this purpose. Proposed 2015 expenses show a modest cost of living increase to personnel expenses as compared to 2014, and a slight decrease to institutional costs. Program costs show a slight decrease from 2014 to 2015. Mr. Hamblet stated that these levels of income and expense should and will sustain a vibrant ministry with and to the congregations and clergy.

Mr. Lawrence returned to the podium and explained how the concept of United Church Mission came about. Delegates from the Annual Meeting in 2011 and 2012 raised interesting and challenging questions about the system of Fellowship Dues and Basic Support. The Finance Committee looked closely at the advantages and disadvantages of the decades-old system. The more closely they looked, the more reasons they found to propose something new. Mr. Lawrence said that, after listening to churches in cluster meetings, Association meetings, Super Saturdays and Annual Meeting gatherings, the Finance Committee was convinced that their current proposal reflected the best ideas of hundreds of people who had been involved in these conversations. He noted that the Conference currently faces a context different from its early beginnings. Membership has fallen 30% over the last 15 years, but average worship attendance has only fallen 3%. There is a trend in the society away from formal membership, which makes membership an unreliable basis for a financial system. The recommended new system would be based on proportional giving. The Finance Committee believes that inviting giving as a percentage of income is fair to all congregations of all socio-economic situations, and that any new system should be easy to understand to anyone of any or no church background. A new system should also recognize that all giving, whether to the local church or the wider church, is mission giving. A new system should make local churches stronger, to help them make God's love and justice real in their communities.

The Treasurer proposed the new system called United Church Mission, which, if approved, will replace the current Fellowship Dues and OCWM Basic Support for those churches who opt in to the new system. Churches will be asked to continue their current level of giving to the wider church, but to calculate that giving as a percentage of their total income. Total income will include general operating income from all sources and general mission income, but will not include income such as capital fund contributions, disaster relief and special mission offerings.

Mr. Lawrence explained that this proposal attempts to take the long view, setting the stage for thriving churches far into the future. Seven churches have already voted to opt in to the system in 2015: First Congregational Church of Ashfield, Cotuit Federated Church, First Congregational Church of Huntington, First Church of Christ in Longmeadow, Central Congregational Church of Newburyport, Federated Church of Orleans, and First Congregational Church of West Boylston. Consideration of United Church Mission will involve two votes: Proposed Vote 1 on page 17 of the Delegate Materials; and Proposed Vote 2 on page 18 of the Delegate Materials. Questions regarding the United Church Mission will be answered at the Budget hearing Saturday morning at 9:15am.

The Moderator made a few announcements and then asked the Rev. Dr. Jim Antal to introduce the keynote speaker, Bishop Yvette Flunder, founding pastor of the City of Refuge UCC in Oakland, CA. Dr. Antal said that Bishop Flunder was consecrated presiding Bishop of The Fellowship, a transdenominational, self-propagating, self-funding coalition that includes scores of congregations in the United States, Mexico and Africa. All congregations in the coalition seek to celebrate and proclaim the radically inclusive love of Jesus. Bishop Flunder's life is a witness to prophetic imagination and Pentacostal spirit.

Bishop Flunder started her address by quoting her grandmother, who would get up during testimonial time at church and say "Lord I thank you for my life and I wouldn't take nothing for my journey." She then read from 1 Corinthians and John 14, and introduced her theme that we are all linked together. All life comes out of the original spark, and we carry the markers of all things before us in our genetic code. Some unknown ancestor can manifest itself in us; sometimes we don't recognize traits in ourselves, perhaps from this unknown ancestor. Bishop Flunder said she was the sum total of everyone who had lived before her. Even when we die, some part of us is still here. Something in the soil, or in the air, remains, and will impact the earth, no matter how our remains are disposed of. This is the reality of natural life – of being born, growing and dying, and leaving something behind. Bishop Flunder is proud of her origins: - people who were freed from slavery, a spirit-filled Cherokee, and a deep-rooted Pentacostal. There are times when her Pentacostal, spirit-filled, speaking-in-tongues self is in conflict with her UCC justice-warrior, women's-rights-advocate, same-gender-loving, war-hating, earth-respecting self, but when they do get together, there is nothing like it. Jesus says "I've done some things, but you're going to do greater things than I have", and there are people coming who will pick up the baton. There will be a welcome table for those who are most marginalized, a table like the one that superseded the state-run religion of Jesus' time. In a way, City of Refuge has found this common Christ. City of Refuge asked the UCC to help many years ago. There is no way they could have purchased the building to do all they've done if the UCC had not helped them to make it work. Bishop Flunder said that our spiritual DNA is connected and alive in the City of Refuge.

A service of Installation of the Rev. Ms. Kelly Gallagher started at 9:00pm. The Moderator invited Dr. Antal and the Search Committee to lead the Installation. The plenary affirmed a covenant with the Rev. Gallagher, who responded in kind.

The plenary session was adjourned at 9:16pm.

### **Saturday, June 14, 2014**

The Rev. Mr. Ian Holland, Moderator, welcomed everyone and called the meeting to order at 10:42am. After a few announcements, delegates heard five Speakouts.

The Moderator called on the Rev. Dr. Jim Antal to deliver the State of the Conference address. Dr. Antal referred to John 14:12, noting that Jesus is always taking things one step further. Paul's letter to the Ephesians also says we will do even greater works than Jesus did, beyond our imagination and filled with hope. Dr. Antal described four examples of how the Massachusetts Conference went beyond what we could imagine; by inspiring 140 Open and Affirming congregations in Massachusetts and 1200 congregations nationally; by starting the first Super Saturday event and then having 650 people coming together from Massachusetts and Connecticut to attend this spring; by proposing United Church Mission; and the final example, the recent joint annual meeting of the Andover and Essex Associations voting to merge into a single Association.

Dr. Antal encouraged everyone to read the 2014 Massachusetts Conference Annual Report, as it is full of examples which will help individuals and congregations to discern where Jesus is inviting them to undertake "greater works." Opportunities include the Crossroads/New Beginnings program; our new relationship with the Center for Progressive Renewal, and new partnerships with Hispanic communities. Dr. Antal went on to remember the late Mr. Andy Gustafson and his cheerful optimism, noting that there could be no more fitting tribute to Mr. Gustafson's life and ministry than for each of our congregations to continue to enlarge, expand and extend our understanding of God's call to a life of generosity and a ministry of abundance.

One of the ways Dr. Antal has taken Jesus' assurance seriously, is a vision put before the Conference Board of Directors nearly two years ago. As leaders of this particular Conference of the United Church of Christ, facing many societal challenges, it falls to the Conference Board to assure that 20 years from now, a trans-denominational, progressive church movement is thriving in America – a movement rooted in UCC values and guided by our polity. It is not limited to the UCC. Eleven days after the marathon bombing, the first signs of a trans-denominational climate movement were evident at the "Climate Revival." Geoffrey Black and the Presiding Bishop of the Episcopal Church preached, and well over a dozen bishop-level denominational leaders from throughout New England signed a strong climate statement. And then, a month later, one of the Episcopal Bishops from Massachusetts addressed the 105th Annual Meeting of the Mass Council of Churches. He began by noting how wonderful it was as a new leader to have been included in

such a profound witness as the Climate Revival. And then he invited us to imagine a time in the not too distant future when the Episcopal Church and the UCC in Massachusetts might be one. Staying the same is no longer an option. God is calling us to join together in creating a new narrative. It's a narrative where our lives, our missions, our resources must be bound with those of our neighboring churches, synagogues and temples. Dr. Antal said that, if all of this leaves delegates wondering exactly what he was suggesting, he wanted each person present to know that he is completely okay with that, and that that is exactly what the disciples must have been thinking when Jesus told them that they would do even greater acts than he!

The Moderator reminded delegates of the Standing Rules and parliamentary procedure. He then invited the Rev. Mr. Chuck Wildman to report on the Budget Hearing. Mr. Wildman described the conversation at the hearing and thanked everyone for all their work on the budget and the United Church Mission.

The Moderator asked Mr. Lawrence and Mr. Hamblet to return to the podium.

Mr. Lawrence moved the action on the OCWM retention rate; the motion was seconded and adopted.

<b>OCWM Retention 14-AM-03</b>	<i>The 215<sup>th</sup> Annual Meeting of the Massachusetts Conference of the United Church of Christ determines that 47% of OCWM Basic Support received in 2015 be retained by the Conference.</i>
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Mr. Lawrence moved the action on the Fellowship Dues rate; the motion was seconded and adopted.

<b>Fellowship Dues 14-AM-04</b>	<i>The 215<sup>th</sup> Annual Meeting of the Massachusetts Conference of the United Church of Christ sets 2015 Fellowship Dues at \$18.10 per church member as reported December 31, 2014.</i>
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Mr. Lawrence moved the action on 2015 Income and Expense; the motion was seconded and adopted.

<b>Income and Expense 14-AM-05</b>	<i>The 215<sup>th</sup> Annual Meeting of the Massachusetts Conference of the United Church of Christ adopts a 2015 budget with income of \$2,217,000, expenses of \$2,258,500 and a transfer from operating reserves of \$41,500.</i>
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The Moderator moved the action on United Church Mission. Mr. Chip Hamblet spoke to the motion. Mr. Lawrence recognized persons with United Church Mission t-shirts, who represented

churches which have already decided to ‘opt in’ to the system in 2015. After some discussion, the motion was adopted.

<p><b>United Church Mission</b> <b>14-AM-06</b></p>	<p><i>The 215<sup>th</sup> Annual Meeting of the Massachusetts Conference of the United Church of Christ authorizes United Church Mission as a new mechanism for giving to the Massachusetts Conference and the National setting of the United Church of Christ as proposed on page 17-18 of the Delegate Materials (Appendix B).</i></p>
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Mr. Hamblet moved the action on a United Church Mission sharing ratio, it was seconded, there was some discussion and it was then adopted.

<p><b>United Church Mission Sharing Ratio</b> <b>14-AM-07</b></p>	<p><i>The 215<sup>th</sup> Annual Meeting of the Massachusetts Conference of the United Church of Christ determines that 33% of the United Church Mission support received in 2015 be forwarded to the National United Church of Christ as proposed on page 18 of the Delegate Materials.</i></p>
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Moderator introduced Mr. Paul Andersen to tell a “Knock Your Socks Off” testimonial about the power of prayer.

The Vice-moderator invited Ms. Dawn Adams to report on the hearing regarding the proposed resolution of witness regarding the Israeli-Palestinian conflict. Ms. Adams reported that the resolution would not be voted on at this Annual Meeting. Rather, the resolution will be submitted for action at the MACUCC Annual Meeting in 2015, and subsequently at the 30th UCC General Synod. The presenters will use the time before next year to offer opportunities for education and discernment on the issues addressed by the proposed resolution.

Dr. Antal recognized the people from Massachusetts who serve the wider church, those newly ordained, clergy new to the Conference, and the Worcester Fellowship and other new ministry initiatives. He also recognized this year’s 50-year ordinands (the Rev. Mr. Gordon C. Merten, the Rev. Dr. Donald Wells and the Rev. Mr. John R. Higgins) and thanked them for their service.

Dr. Antal introduced the Rev. Ms. Laura Everett of the Massachusetts Council of Churches. Ms. Everett suggested that the UCC has stalled out on the “united” part of its name. Research shows that Massachusetts is the fourth least religious state in the nation. “If you are here, you are marginal.... The Holy Spirit is out there and moving, our job is to listen and share.” She asserted that the trans-denominational movement is already underway, and it is all about what happens between UCC churches and the churches next door to them.

Ms. Betty Ayres and Mr. Rick Kretschmar then spoke on behalf of the Board of Ministerial Aid, whose mission is to assist clergy in times of financial stress and need.

The Vice-moderator invited three Speakout presenters to take the stage. The Moderator then made announcements and explained the logistics of the Recognition Luncheon and the unprogrammed lunch. The meeting was declared in recess at 12:28pm.

The Moderator reconvened the meeting at 2:02pm, and called on Ms. Jena Roy to lead a celebration of the life and ministry of Mr. Andy Gustafson. Mrs. Carole Gustafson and the Rev. Mr. Mark Siegfried spoke, delegates were invited into a brief time of table conversation, and the gathering sang several of Mr. Gustafson's favorite hymns.

After a short break, the Moderator introduced the Rev. Ms. Sally Norris, Chair of the MACUCC Board of Directors. Ms. Norris spoke about the work of the Board in the past year, as members attempted to keep faith with the vision of courage, depth and bridge-building. The Board and staff held a joint planning retreat in the fall, to make sure the year's planned activities were aligned with the vision. As it has regularly done in recent years, the Board met with leaders of three churches in a listening session to hear their stories of vitality and adaptive change. The Board also invited Connecticut Conference Minister, the Rev. Kent Siladi, to attend a Board meeting and share perspective on how the Massachusetts and Connecticut Boards and staffs might work together across Conference boundaries. They also called the Rev. Ms. Kelly Gallagher as Associate Conference Minister, approved a new contract with the Center for Progressive Renewal, continued to support new initiatives in the area of Hispanic Ministries, and supported the staff as they ministered to Mr. Andy Gustafson in his illness. Ms. Norris noted that the Board and staff will undertake joint anti-racism training in the fall, and concluded, "may God make all things new!"

The Vice-moderator called on Ms. Patricia Pepper who reported on the hearing on Clergy Compensation Guidelines. The Rev. Mr. Quentin Chin moved that the Clergy Compensation Guidelines be adopted as printed in the Advance Materials on pages 22-30 and amended on pages 37-38 of the Delegate Materials. The motion was seconded, and after discussion, the motion passed.

<b>Clergy Compensation 14-AM-08</b>	<i>The 215<sup>th</sup> Annual Meeting of the Massachusetts Conference of the United Church of Christ adopts the Guidelines for Local Church Personnel and Search Committees for Clergy Compensation and Professional Expense Reimbursement as presented in page 22-30 of the Advance Materials and amended on pages 37-38 of the Delegate Materials. (Appendix C).</i>
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The Vice-moderator introduced the ONA celebration video.



The Vice-moderator asked that the Recognition Luncheon honorees stand for applause.

The Vice-moderator introduced the final “Knock Your Socks Off” testimonial by Mr. Alfred Towle. Mr. Towle, a member of the new church in Mashpee, told a story about how their initial gift to the Ranchers’ Relief Fund had multiplied many times, as grateful recipients passed it along in several ways.

The Moderator invited three Speakout presenters to take the stage.

The Vice-moderator, who is Chair of the Business Committee, reported on the final attendance - 184 clergy, 244 delegates, 45 visitors, and 47 other. She announced completion of business, and called Dr. Antal to the podium. Dr. Antal thanked the Moderator and the Vice-moderator, as well as outgoing Board of Directors members the Rev. Mr. Alan Froggatt, the Rev. Ms. Sally Norris, Dr. Steve Hemman, and the Rev. Mr. Steve Alspach. The Moderator thanked the team that managed the cameras, Mr. Ian Tosh and Mr. Paul Christensen; the worship leaders and musicians; and the AM Committee members. The Moderator declared that the 215<sup>th</sup> Annual Meeting would be adjourned at the conclusion of the closing service of worship.

The Rev. Mr. Don Remick delivered a poetic remembrance of meeting highlights.

Preaching the sermon for closing worship, Bishop Yvette Flunder read several Bible passages and explained how she thought they were all connected. In order to do the greater works that God has called us to do, there has to be unity among us. Jesus worked on unifying the followers before sending them out. Personal piety is not enough; we must unite. We will not agree on all things, but unity is what holds us together as we struggle through our thought process. We need to unify in purpose and in mission. She used the metaphor of rebar in the buildings in San Francisco that allow the buildings to swing and move during seismic events, asserting that the church needs to be a movement and not be static.

The meeting and worship adjourned at 4:53pm.

Respectfully submitted,

Patti Babcock, Recorder

Martha Crawford, Secretary

**Appendices to the Minutes of the 215<sup>th</sup> Annual Meeting of the  
Massachusetts Conference, United Church of Christ  
June 13-14, 2014**

**Appendix A: Consent Calendar**

1. *The 215<sup>th</sup> Annual Meeting adopts the Standing Rules as printed on pages 14-17 of the Advance Materials.*
2. *The 215<sup>th</sup> Annual Meeting adopts the Order of Time and Events as printed on page 2-4 of the Delegate Packet.*

**Appendix B: United Church Mission**

*VOTES RELATED TO UNITED CHURCH MISSION*

*I. The Board of Directors recommends to the 215<sup>th</sup> Annual Meeting: The 215<sup>th</sup> Annual Meeting authorizes United Church Mission as a new mechanism for giving to the Massachusetts Conference and the National setting of the United Church of Christ.*

- 1. Over time, United Church Mission will replace Conference Fellowship Dues and Our Church's Wider Mission (OCWM) Basic Support for those churches who agree to make the change.*
- 2. United Church Mission contributions will be based on a percentage of total income received by a local congregation, as reported in that congregation's most recent internal Annual Report.\**
- 3. Churches will be asked, initially, to continue to give at least the same proportion of total income represented by their recent Fellowship Dues and Basic Support contributions, such that the United Church Mission contribution is not less than the combined amount of the recent Fellowship Dues and OCWM Basic Support contributions.*
- 4. Churches will be encouraged to consider increasing this percentage gradually over time, as they are able.*
- 5. Churches choosing to contribute via United Church Mission will provide a copy of their Annual Report to the Massachusetts Conference office in Framingham yearly.*
- 6. Until United Church Mission is fully implemented and the Bylaws of the Conference are amended, a portion of United Church Mission receipts will be remitted to the National setting of the United Church of Christ, consistent with the Annual Meeting vote on the proportion of Our Church's Wider Mission Basic Support to be remitted to the National setting.\*\**

7. All churches in the Massachusetts Conference are encouraged to consider a transition to United Church Mission at the start of their next fiscal year, or the subsequent fiscal year if more time is needed to accomplish the change.

**\*Total Income includes general operating income from all sources, and general missions giving, but does not include income such as capital fund contributions, disaster relief or special missions offerings.**

**\*\*Example of application of paragraph 6, above:**

United Church of Christ in Smallville has 112 members. Total Income to the church was \$200,000 in 2013. The church contributed \$7,000 as Our Church's Wider Mission Basic Support in 2013. .

	<b>Conference Dues paid<sup>1</sup></b>	<b>OCWM Basic Support Contributed</b>	<b>United Church Mission Contributed</b>	<b>Amount remitted to National UCC (equal to 47% of OCWM Basic Support)</b>
<b>Current System</b>	\$1993.60	\$7000.00	0	\$3290
<b>United Church Mission (4.4% of Total Income in this example)</b>	0	0	\$8993.60	\$3290
<sup>1</sup> In Associations that choose to participate in United Church Mission, Association Dues would be included in the United Church Mission calculation as well.				

II. The Board of Directors recommends to the 215th Annual Meeting: "The 215th Annual Meeting determines that 33 % of United Church Mission support received in 2015 be forwarded to the National United Church of Christ."

# Appendix C: Clergy Compensation

*The Clergy Compensation Task Team, MACUCC presents*

## 2014 Guidelines for Local Church Personnel and Search Committees for Clergy Compensation and Professional Expense Reimbursement

1 *“Now you are the body of Christ and individually members of it. And God has appointed in the church*  
2 *first apostles, second prophets, third teachers; then deeds of power, then gifts of healing, forms of*  
3 *assistance, forms of leadership, various kinds of tongues. Are all apostles? Are all prophets? Are all*  
4 *teachers? Do all work miracles? Do all possess gifts of healing? Do all speak in tongues? Do all interpret?*  
5 *But strive for the greater gifts. And I will show you a still more excellent way.”*

6 (1 Corinthians 12:27-31)

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8 The 215<sup>th</sup> Annual Meeting of the Massachusetts Conference of the United Church of Christ, concerned  
9 with the growth and vitality of its churches and the compensation of its ordained leaders, recommends  
10 that all congregations meet the goals as outlined in *Guidelines for Clergy Compensation*. The guidelines  
11 apply to all people serving in authorized ministries of the church. They include full-time and part-time  
12 pastors: senior, associates and assistants, both settled and interim. They also include those who serve  
13 as commissioned ministers.

14 Because the Associations of the Massachusetts Conference, United Church of Christ require their church  
15 pastors to be highly educated and trained professionals and most hold at least a masters degree, the  
16 salary and housing package for pastors should be comparable to the compensation of other similarly  
17 trained professionals in the community, such as school principals. The compensation package should be  
18 designed to fairly reward pastors for their skills, abilities, competencies, and contributions to the  
19 congregation’s life. Total compensation should be designed in such a way as to minimize the impact of  
20 the federal and state tax codes.

21 As the body of Christ, our churches promote God’s reign of peace and justice in this world. Thus, a  
22 church must balance its financial health between competent leadership provided by a pastor and other  
23 authorized ministers and its mission in the community and the world, while maintaining its institutional  
24 commitment to its physical plant and overall administration. Clergy compensation is an integral part of  
25 stewardship and fundamental to the covenantal relationship with the congregation.

26 Both clergy and congregation serve their community. People in our communities look to the church for  
27 comfort and assurance in the most difficult moments of their lives. Churches lend stability in the midst  
28 of a community’s turbulence. They provide a place of refuge for people who are food insecure, have no

1 shelter, or whose lives are otherwise in danger. They are a source of benevolences for people who have  
2 little or no resources of their own. Clergy provide prophetic leadership and a pastoral presence to the  
3 community. Thus, the financial health of the local church and fair compensation for the clergy are  
4 equally important.

5 Ministry is demanding for both the pastor and the congregation. While no one can ignore completely  
6 the financial demands upon both of them, we are called to be a community rooted in the teachings of  
7 Jesus Christ. A pastor must have adequate time away from the daily demands of ministry for spiritual  
8 growth, continuing education, time with family and friends, and Sabbath rest. A congregation must  
9 have time to be together as community: worshiping, sharing each others' joys and sorrows, enjoying  
10 fellowship, and carrying on its ministries and missions, without being burdened by ongoing financial  
11 needs and concerns.

12 We encourage all congregations to compensate their clergy adequately and justly within their local  
13 community. We recommend that churches meet the MACUCC clergy compensation guidelines for full-  
14 time ministry. Churches which are not able to meet this minimum may consider calling a part-time  
15 pastor. It is important that congregations not expect a pastor to work full-time for part-time  
16 compensation. Churches in this situation are encouraged to meet with MACUCC staff.

17 Finally, in order to recognize both the changing nature of a clergy person's financial and family situation,  
18 along with the dynamics of the overall economy, local churches should thoroughly review on a yearly  
19 basis all aspects of the salary and benefits package and should modify the call agreement or contract as  
20 both the congregation and the pastor mutually deem appropriate.

## 21 **Organization of this Compensation Guideline Package**

- 22 • **Part 1:** Cash Salary and Housing Compensation. This will include a table for cash salary based  
23 upon congregation size and the number of years ordained experience. Housing compensation  
24 will include a parsonage with housing equity or a housing allowance.
- 25 • **Part 2:** Benefits. This section will describe the Social Security offset and a benefits plan,  
26 including health insurance, dental and vision insurance, flexible spending accounts, life  
27 insurance, disability, and recommended policies for leave.
- 28 • **Part 3:** Accountable Reimbursement Plan. Describes reimbursable expenses to sustain the  
29 pastoral office. ***These shall not be counted as part of a pastor's compensation.***
- 30 • **Appendix A:** Four scenarios describing pastoral compensation in a local church budget.
- 31 • **Appendix B:** UCC Pension Boards Health and Dental Plan Rates for 2014 for the Massachusetts  
32 Conference.
- 33 • **Appendix C:** Continuous Professional Development for Clergy
- 34 • **Appendix D:** Additional Resources

## 35 **Explanation of Terms, Work Schedules, Responsibilities, and Annual Review:**

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- 37 **1.** The terms "clergy", "pastor", and "minister" may be used interchangeably in this document and  
38 include all authorized ministers in local, regional and statewide church settings.

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2. The words “church”, “congregation”, “members” or “membership” may be used interchangeably in this document.

**Be it resolved that the 215<sup>th</sup> Annual Meeting recommends:**

1. Churches pay at least the minimum entry-level cash salary according to the following table for a full-time senior / sole pastor or associate pastor. The basic cash salary is the amount of actual dollars paid to the minister. Cash salary does not include housing, utilities, allowances, benefits, Social Security, or reimbursable expenses.

2. Associate / Assistant Pastors: These clergy compensation guidelines apply to all pastors engaged in full-time ministry. Associate/Assistant Pastors should receive 80% of the Senior Pastor’s salary, depending on position descriptions, scope of responsibility, length of service, experience and years in ministry.

Part Time Senior and Associate Pastors: The basic cash salary for part-time pastors should be determined by a percentage of the full-time package pro-rated by the percentage of full-time work.

Interim Pastors: Compensation and benefits for interim pastors should be comparable to that of the settled pastor. The guidelines in this resource are recommended to a church and interim candidate in negotiating the terms of call. Should the number of hours differ between the settled pastor and the contracted interim pastor, compensation should be adjusted accordingly.

2. Churches provide either:  
a. a PARSONAGE or  
b. a CASH PACKAGE sufficient to allow the minister to buy or rent, furnish and maintain a median-priced house in the church’s community.

3. Full benefits and professional expenses be provided, as listed below; benefits and professional expenses, including expenses associated with clergy professional development, participation in Clergy Communities of Practice, and sabbaticals are *not* to be considered part of the clergy person’s compensation, but are part of the professional costs of having a well trained ordained pastor and teacher, growing in faith, leadership and pastoral leadership in service with your local church.

4. Churches already at or above the minimum and also fully providing all benefits and professional expenses as outlined below give at least a cost of living increase and consider a merit increase also.

5. The work schedule of a full-time local pastor is an average of 40-50 hours per week with no more

1 than 3 evenings in a given week; in addition, pastors take 2 days off per week. Occasionally,  
 2 exigencies, such as funerals, a family crisis, or a congregational emergency, do happen that will  
 3 require a pastor to exceed this average. In those cases, pastors should be given compensatory  
 4 time off within a reasonable time after incurring this extra time.

5 6. *Massachusetts Conference of the United Church of Christ local churches are urged to complete the*  
 6 *UCC Annual Yearbook Report so that more accurate information about clergy compensation can*  
 7 *be compiled. This report should be submitted to the Conference’s Registrar by the end of January*  
 8 *each year.*

9 **Part 1: Cash Salary Ranges and Housing Compensation**

10 *The cash salary ranges do NOT include housing, benefits, professional or any other expenses. In*  
 11 *calculating years of ordained experience, churches may wish to include other relevant life and work*  
 12 *experience.*

Number of Members	Years of Ordained Experience					
	0-3		4-10		+10	
0-150	\$32,582-	\$47,709	\$34,814-	\$51,577	\$37,395-	\$55,444
150-300	\$32,582-	\$50,287	\$36,749-	\$54,478	\$39,972-	\$59,315
300-500	\$32,582-	\$52,867	\$39,972-	\$59,316	\$46,419-	\$68,339
500-1000	\$32,582-	\$56,735	\$43,841-	\$65,115	\$52,856-	\$78,654
+1000	\$32,582-	\$58,024	\$47,709-	\$70,919	\$59,315-	\$88,326

13 Note: Cash salary ranges reflect a 1.5% (.015) increase from 2013 which is based upon the increase in the  
 14 Consumer Price Index from the third quarter 2012 through the third quarter of 2013. (Social Security  
 15 Administration Fact Sheet: 2014 Social Security Changes)

16

17 **Housing**

18

19 Churches provide either:

20 a. a **PARSONAGE** with a furnishings allowance, all utilities, and an *equity development plan (at*  
 21 *least 5% of the annual cash salary)* which will ensure the pastor has housing assets in  
 22 retirement; or

23 b. a **CASH PACKAGE** sufficient to allow the minister to buy or rent, furnish and maintain a

1 median-priced house in the church's community; the *minimum* cash package should be no less  
2 than 1 percent per month of the value of a median-priced home in the community. This figure  
3 covers the costs for a 30-year, fixed rate mortgage, at 5 percent interest, with a five percent  
4 down payment, along with other associated housing costs: furnishings, property taxes,  
5 maintenance, insurance, etc.

6 For example:

7 \*At the low end of the housing market, if a median-priced house in a community is \$150,000,  
8 the church's minimum cash package for housing would be \$1,500 per month, or \$18,000 per  
9 annum.

10 \*At the mid-level of the housing market, if a median priced home in a community is \$300,000,  
11 the church's minimum cash package for housing would be \$3,000 per month, or \$36,000 per  
12 annum.

13 \*At the high level of the housing market, if a median priced home in a community is \$500,000,  
14 the church's minimum cash package for housing would be \$5,000 per month, or \$60,000 per  
15 annum.

## 16 **Part 2: Benefits**

### 17 **1. SOCIAL SECURITY ALLOWANCE**

18 Since clergy are treated as self-employed for social security purposes, pastors must pay the  
19 current 15.3% on the cash salary plus housing allowance or on cash salary plus the fair market  
20 rental value of the parsonage plus utilities. Therefore it is recommended that churches pay  
21 7.65% of the pastor's salary plus housing allowance or, where a parsonage is provided, 7.65% of  
22 fair market rental value plus cost of utilities for social security. This is taxable income which  
23 must be reported on a clergy person's tax returns.

### 24 **2. BENEFITS**

25 The various benefit plans of the UCC are designed to assist in financial security during years of  
26 ministry and years of retirement. The terms of the benefit plans are not easily summarized and  
27 the following comments are not the full and official plan. For a more complete explanation of  
28 the plans, please consult the Pension Boards. You may reach them at 1-800-642-6543, Option 6  
29 or visit their web page at [www.pbucc.org](http://www.pbucc.org).

#### 30 **a. Annuity**

31 The Annuity Plan for the United Church of Christ provides a retirement account plan that  
32 allows for pre-retirement accumulation of assets used to provide a lifetime annuity income  
33 in retirement. Recommended contribution is of 14% of base salary plus housing (or 14% of  
34 130% of base salary if parsonage is provided). Deposits are made on a quarterly basis.

35 Members of the Annuity Fund have the opportunity to make personal contributions to  
36 enhance their retirement security.

37



1           **b. Life Insurance and Disability Income (LIDI) Benefit Plan**

2           This coverage is available at a premium of 1.5% of the salary basis to ministers. Such  
3           coverage is highly recommended because it provides:

- 4           1) Short term benefits which replace 60% of salary and housing allowance after 30 days of  
5           disability, continuing for 5 months.
- 6           2) Long-term disability benefits that are payable after 6 months and replace 60% of salary  
7           and housing allowance, make annuity contribution of 7% and pay 100% of health  
8           premiums for those who were participating in the plan at the time of disability.
- 9           3) Term life insurance on a minister's life to insure that survivors have some financial  
10          protection in the event of the minister's death.

11          Members of the LIDI plan have the opportunity to purchase additional term life  
12          insurance for themselves and their dependents at favorable group rates.

13           **c. Medical/Dental Benefits Plan**

14          Clergy who work at least 20 hours/week are eligible to participate in the UCC Medical and  
15          Dental Benefits Plan. (For employees in their first employment relationship with the UCC,  
16          application for Medical coverage must be made during the first 90 days of employment.  
17          Application after the 90-day period requires the submission of a Statement of Health to an  
18          independent underwriter who will determine whether the individual can be admitted to  
19          the Medical Plan. When a new employee application is made within the first 90 days of  
20          initial UCC employment, coverage is automatic and no medical underwriting is applied.  
21          Clergy who are participating in the Health and Dental Plans continue their coverage  
22          uninterrupted as they move from one church to serve another.)

23          Optional Vision benefits may be purchased by either the employer or employee.

24           **d. Flexible Spending Accounts**

25          There will be a tax savings for the pastor if a Flexible Spending Account is established into  
26          which the pastor may designate pre-tax deductions from his/her salary be deposited. The  
27          amount designated does not add to the pastor's compensation expense for the church.  
28          Upon presentation of proper documentation for certain medical and dependent care  
29          expenses, those amounts are reimbursed to the minister tax-free. Following a modest set-  
30          up fee, the UCC Pension Boards will administer such a plan at no monthly cost for  
31          participants in the UCC Health Benefits Plan. As an alternative, the local church may  
32          administer such a plan itself, but must be careful to follow all the pertinent regulations.

33           **e. Holiday and Vacation Time**

34          Usual holidays (or compensation time) and at least four weeks paid vacation per year. The  
35          pastor shall have freedom from all pastoral responsibilities during this time.

36           **f. Continuing Education Leave**

37          Churches should encourage their pastors to take two weeks of paid continuing education  
38          leave, including weekends, each year.

1           **g. Sick Time**

2           Paid sick time accumulates at a rate of one day per month up to thirty days. Sick time  
3           beyond thirty days should be treated as Short-term disability and paid at half of the cash  
4           compensation rate. Short-term disability will continue for 22 weeks at which time, if the  
5           pastor is still disabled, the pastor will be eligible for long-term disability. During the 30-day  
6           waiting period and the 22 weeks of short-term disability, the church would be expected to  
7           pay Health, Dental, Annuity, and Insurance contributions. Parsonage use should be  
8           continued for at least three months and thereafter be negotiated.

9           **h. Parental Leave, Including for Adoption.**

10          Provisions should be made for clergy, male and female, at the birth of a child or at  
11          adoption, for a minimum of twelve weeks at full salary and benefits. In all instances,  
12          flexibility should be allowed for up to six months during this important time of family  
13          adjustment and change.

14          **i. Personal/Compassionate Leave:**

15          Allowance should be made for the pastor to be with his or her immediate family at times of  
16          special celebrations such as weddings or graduations and at times of personal emergency  
17          or unusual family responsibility. Paid personal leave would normally be limited to a period  
18          of five to seven days per year, except where compassion dictates further extension.

19          **j. Death:**

20          In case of clergy death, churches should provide salary, housing and all benefits to the  
21          spouse or partner and family for three months. This includes continued use of the  
22          parsonage and other expenses, such as moving, should be considered on an individual basis  
23          in consultation with conference, regional or association staff.

24        **Part 3: Accountable Reimbursement Plan**

25        Tax law allows deduction of business expenses on Schedule A only after the minister has spent  
26        more than 2% of family adjusted gross income on such expenses. *THEREFORE* it is important that a  
27        church establish an “Accountable Reimbursement Plan” which will reimburse or pay directly all  
28        costs which the pastor incurs for “doing business” for the church, so that the pastor is not paying  
29        income tax for church expenses. These should include but not be limited to:

- 30        **a. Mileage reimbursement** – for use of a personal car at current IRS rate *plus* tolls and parking, or  
31        an automobile provided by the church  
32        **b. Business expenses** – other travel, meetings, professional subscriptions, and all other business  
33        expenses allowed by the IRS. This amount should be at least \$1500 per year.  
34        **c. Continuing education time and expense** – participation in a Clergy Community of Practice;  
35        regular time for supervision or mentoring; two weeks away from daily ministry tasks focused  
36        on practical, future-oriented and renewing professional development activities (Note  
37        Continuing Education Leave, above); and time devoted to visioning, spiritual development and

1 skill building with lay leaders and teams<sup>1</sup>  
2 **d. Sabbatical time and expense** – Three months full time sabbatical leave every 5-7 years, with  
3 proportionate savings earmarked each year to provide for pastoral coverage for the sabbatical  
4 period.<sup>2</sup> This leave is exclusive of vacation.  
5

6 *Note: Auto reimbursement, business expenses, and continuing education time and expenses should be*  
7 *reimbursed upon receipt of vouchers submitted by the pastor.*

8 For more detail see the draft *Continuous Professional Development for Clergy Guidelines*.

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<sup>1</sup> Continuing Professional Development expenses can be estimated at 1.5% of the clergy person's salary and housing expense. In some cases, local churches may have one budget line item shared by several called ministers, and when planned well, this can promote learning across a ministerial team.

<sup>2</sup> Best practices indicate that sabbaticals provide rich opportunities for both the local church and the clergyperson to renew, recommit and refocus their ministries. When carefully planned, these occasional interludes foster healthy long term pastorates in vital churches. Therefore we recommend that churches earmark 1/5<sup>th</sup> to 1/7<sup>th</sup> of the expected expense of clergy coverage each year, so the church is served by a pastor well suited to supporting growth in faith and mission during the church's sabbatical time.

## Appendix A: Scenarios

For reference the following are examples of clergy compensation (salary, housing, and benefits) for different situations as well as the total amount of money to fund the pastoral office, which is clergy compensation plus expenses. Housing costs for these examples will be \$300,000.<sup>3</sup> Each example also assumes the 2014 UCC health insurance plan (A) for a family and includes dental and vision coverage. The pastor is 42 years old and has a spouse and two children living at home.

The following describe different situations:

- A** Ordained experience: 20 years. Membership size: 550 members. No. of FTE: 1.0
- B** Ordained experience: 12 years. Membership size: 200 members. No. of FTE: 1.0
- C** Ordained experience: 8 years. Membership size: 160 members. No. of FTE: 1.0
- D** Ordained experience: 2 years. Membership size: 75 members. No. of FTE: 0.50

	Situations (see above for description)			
	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>Cash Salary and Housing</b>				
Cash Salary	57,575	46,691	37,309	16,291
Housing Allowance (for those not in parsonage)	36,000	36,000	36,000	18,000
<b>Total (Cash Salary and Housing Allowance)</b>	<b>93,575</b>	<b>82,691</b>	<b>73,309</b>	<b>34,291</b>
<b>Benefits</b>				
Annuity (Salary + Housing) x 14%	13,101	11,577	10,263	4,800
Life insurance and Disability (Salary + Housing) x 1.5%	1,404	1,240	1,100	514
Medical Insurance, including dental and vision	20,598	20,598	20,598	10,299 <sup>4</sup>
Social Security Offset <sup>5</sup> (Salary + Housing) x 7.65%	7,158	6,326	5,608	2,623
<b>Total Benefits</b>	<b>42,261</b>	<b>39,741</b>	<b>37,569</b>	<b>18,236</b>
<b><u>TOTAL COMPENSATION TO PASTOR</u></b>	<b><u>135,836</u></b>	<b><u>122,432</u></b>	<b><u>110,878</u></b>	<b><u>52,527</u></b>

<sup>3</sup> Recently cited approximate median price of a home in Massachusetts by the MA Association of Realtors

<sup>4</sup> Represents the UCC Family Plan Option A with dental and vision times the number of FTE

<sup>5</sup> This is taxable income which must be included with taxable wages on the W-2 form given to the pastor and reported on a clergy person's tax returns.

**Professional Expenses and Development**

Expenses (Professional memberships, books, journals, and sabbatical savings)	1,500	1,500	1,500	750
Continuing education (includes clergy groups, conferences, workshops) (Salary + Housing) x1.5%	1,404	1,240	1,100	514
<b>TOTAL PROFESSIONAL EXPENSES AND DEVELOPMENT</b>	<b>2,904</b>	<b>2,740</b>	<b>2,600</b>	<b>1,264</b>

**Administrative Cost to the Church**

Mileage <sup>6</sup> (5,000 miles/year @ \$0.56/mile plus tolls and parking @ \$0.10/mile)	3,300	3,300	3,300	1,650
<b>TOTAL COST NEEDED TO SUPPORT VITAL CLERGY LEADERSHIP</b>	<b>142,040</b>	<b>128,472</b>	<b>116,778</b>	<b>55,441</b>

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<sup>6</sup> This amount reflects the current IRS auto expense rate plus an estimate of tolls and parking @.10 per mile.  
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## Appendix B

### UCC Pension Boards Health and Dental Plan Rates and Information for Massachusetts Conference - 2014

#### NOTES:

1. The Pension Boards reports that, as a result of favorable claims and expense projections, health plan rates for 2014 will remain unchanged compared to 2013 levels.
2. For 2012, the Pension Boards is introducing age-based rating (for health insurance only) for the first time. Please check the charts below carefully to determine which rates are relevant for your church.
3. Results of an actuarial study by the Pension Boards indicate that all forms of Plans B and C meet the standards for minimum creditable coverage under Mass. Law.
4. Dental rates are listed in a separate table below health rates.

#### HEALTH INSURANCE RATES - ANNUAL, NON-MEDICARE

##### I. Members age 40 and over

Coverage Type	Plan A	Plan B	Plan C
<i>One adult</i>	9,129.00	7,761.00	6,243.00
<i>Two adults</i>	18,120.00	15,552.00	12,507.00
<i>One adult and child(ren)</i>	17,811.00	15,300.00	12,315.00
<i>Two adults and child(ren)</i>	19,518.00	16,419.00	13,182.00

##### II. Members age 35 through 39

Coverage Type	Plan A	Plan B	Plan C
<i>One adult</i>	4,839.00	4,113.00	3,309.00
<i>Two adults</i>	9,603.00	8,244.00	6,630.00
<i>One adult and child(ren)</i>	9,441.00	8,109.00	6,528.00
<i>Two adults and child(ren)</i>	10,344.00	8,703.00	6,987.00

##### III. Members age 30 through 34

Coverage Type	Plan A	Plan B	Plan C
<i>One adult</i>	5,295.00	4,500.00	3,621.00
<i>Two adults</i>	10,509.00	9,021.00	7,254.00
<i>One adult and child(ren)</i>	10,329.00	8,874.00	7,143.00
<i>Two adults and child(ren)</i>	11,319.00	9,522.00	7,647.00

**IV. Members age 25 through 29**

<b>Coverage Type</b>	<b>Plan A</b>	<b>Plan B</b>	<b>Plan C</b>
<i>One adult</i>	4,929.00	4,191.00	3,372.00
<i>Two adults</i>	9,786.00	8,397.00	6,753.00
<i>One adult and child(ren)</i>	9,618.00	8,262.00	6,651.00
<i>Two adults and child(ren)</i>	10,539.00	8,865.00	7,119.00

**V. Members under age 25**

<b>Coverage Type</b>	<b>Plan A</b>	<b>Plan B</b>	<b>Plan C</b>
<i>One adult</i>	3,195.00	2,715.00	2,184.00
<i>Two adults</i>	6,342.00	5,442.00	4,377.00
<i>One adult and child(ren)</i>	6,234.00	5,355.00	4,311.00
<i>Two adults and child(ren)</i>	6,831.00	5,748.00	4,614.00

**Health Plan Details****I. Plan A**

Deductible, In-Network:	\$300 individual; \$600 family
Deductible, Out-of-Network:	\$600 individual; \$1,200 family
Out-of-pocket Maximum:	\$2,000 individual; \$4,000 family
Coinsurance:	80% in network; 60% out of network

**II. Plan B**

Deductible, In-Network:	\$500 individual; \$1,500 family
Deductible, Out-of-Network:	\$1,500 individual; \$4,500 family
Out-of-pocket Maximum:	\$5,000 individual; 15,000 family
Coinsurance:	80% in network; 60% out of network

**III. Plan C (New in 2004)**

Deductible, In-Network:	\$1,000 individual; \$3,000 family
Deductible, Out-of-Network:	\$3,000 individual; \$9,000 family
Out-of-pocket Maximum:	\$6,000 individual; \$18,000 family
Coinsurance:	70% in network; 50% out of network

**Dental Rates – Annual**

<b>Coverage Type</b>	<b>Rate</b>
<i>One adult</i>	480

<i>Two adults</i>	945
<i>One adult and child(ren)</i>	960
<i>Two adults and child(ren)</i>	1,080



## Appendix C: CONTINUOUS PROFESSIONAL DEVELOPMENT FOR CLERGY

Continuous professional development reflects a belief that God is Still Speaking, and that there is always more to learn about God, God's call on our hearts, and God's plan for achieving God's reign on earth.

Clergypersons learn and grow in faith and in leadership skills through intentional study of our faith traditions, challenging give and take with colleagues in ministry, and careful examination in concert with leaders of our congregations about what they need to learn to grow together towards God's vision of peace with justice. We know robust engagement along with others is essential to learning. We walk together in covenant with God, clergy colleagues, our own local churches and other ministry sites because it is through the gifts God has granted others that our own gifts are called forth most effectively and faithfully. We listen and grow in faith together with Jesus.

The Clergy Development Council of the MACUCC recommends that clergy, local church leadership, and Church and Ministry Committees create a mutual plan for continuous professional development. Such a plan will be ongoing, balanced, and accountable. Continuous professional development plans are cyclical in nature, moving intentionally through the stages of (1) assessment, (2) investigation, (3) investment, (4) integration and (5) reflection.

Church leaders and clergy should work together toward a more comprehensive, faithful and challenging plan for continuous professional development founded upon communication, support, invited participation, creativity, and a three to five year funding proposal.

The MACUCC encourages congregations, clergy and Church and Ministry Committees to adopt six guidelines for continuous professional development: (1) Ongoing collegial mentoring, i.e. participation in Clergy Communities of Practice or supervision for your ministry; (2) An annual minimum of two weeks intentional time away from daily ministerial tasks, focusing specifically on *practical, future oriented* and *renewing* professional development activities; (3) Devotion of an additional five to eight days per year with lay leaders, committees, teams or task forces of the local church engaging in team learning; (4) Participation in at least one dimension of the wider church, i.e. conference-sponsored colloquies; (5) Participation in a periodic support consultation with your Association Committee on the Ministry, and; (6) A sabbatical every five to seven years, carefully prepared for and funded by the local church. Information about sabbatical planning can be obtained from the Clergy Leadership Development team members and web site:

<http://macucc.org/pages/detail/2158>.

Vital congregational life and embodiment of the ministry of all the baptized compels continuous learning. This is true for the laity and clergy. The practices of ministerial leadership are constantly changing, therefore continuous professional development among clergy and laity should be the norm as we seek to grow as disciples of Jesus Christ. The Leadership Development Commission of The Massachusetts Conference of the United Church of Christ urges all authorized clergypersons and each local church to prayerfully examine how continuous professional development is currently supported in their setting, and to covenant together toward implementing a plan for continuous professional development that will enrich our clergy, the local church, and the wider church.

## **Appendix D: Additional Resources**

### **Developing a Call Agreement and Compensation Package**

<http://www.ucc.org/ministers/search-and-call/section-5-assessing-finances.pdf>

### **Complete guidelines for continuous professional development are available at**

<http://macucc.org/pages/detail/2179>