

Toward Equitable Compensation & Development of Clergy and Churches of Color
 Report by Revs. Lee & Jana Hall-Perkins, Conference Antiracism Coordinators

The “Dismantling Racism: Becoming an Anti-Racist Conference Comprehensive Plan” states that the Conference would “analyze present budgeting practices, allocation of funds, and salary inequities for clergy of color and devise a racially equitable financial plan that includes apportionment expectations for minority communities, forgiveness of debt for minority congregations, and salary support for clergy of color.”

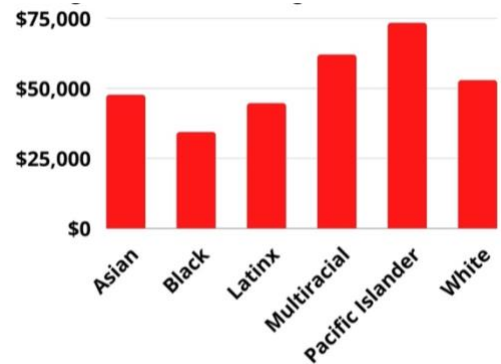
Additionally during Annual Conference 2021, an overwhelming majority of delegates voted in favor of passing the resolution titled: “Ethnic, Gender, and Racial Equity in Clergy Compensation, Responsibilities, and Appointments.”

What follows is the beginning of the work related to racial equity in clergy compensation that the Comprehensive Plan and the aforementioned resolution call for. Special thanks to Steve Loher, Conference Manager for Knowledge & Information Services, for retrieving the necessary data from multiple databases.

The data contained in this report is based on clergy salaries for all clergy (elders in full connection, provisional elders, local pastors, and supply pastors) under appointment as of January 1, 2021. It does not include mid-year changes that happened on July 1, 2021.

Average Salaries According to Race and Ethnicity

Asian (10)	47,603
Black / African American (95)	34296
Latinx (55)	44610
Multi-Racial (1)	61960
Pacific Islander (2)	73301
White (506)	52827
Grand Average (669)	49517



\$1,760,445 is needed to overcome disparity for African American clergy.

\$455,760 is needed to overcome disparity for Latinx Clergy.

\$185,310 is needed to overcome disparity for Asian Clergy.

Average Salaries According to Race and Employment Status

	Part-Time	Full-Time
Black / African American Average	\$ 16,555	\$ 50,264
Latinx Average	\$ 22,669	\$ 52,740
White Average	\$ 26,521	\$ 61,420
Overall Average	\$ 23,724	\$ 59,318

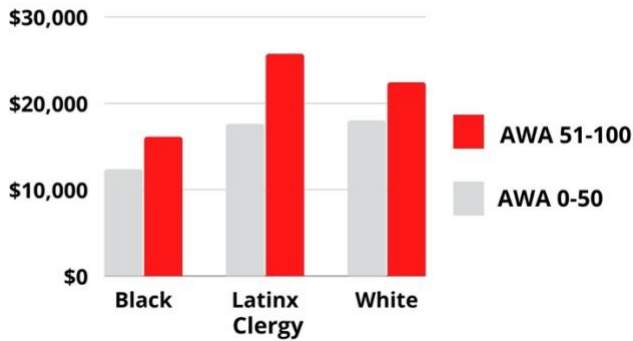
Average Salaries According to Race and Clergy Status

	Elder in Full Connection	Provisional
Black / African American Average	\$ 61,605.41	\$ 42,926
Latinx Average	\$ 66,554.44	\$ 25,750
White Average	\$ 72,066.72	\$ 44,805

Average Salaries According to Race and Average Worship Attendance

	AWA < 50	AWA 51 - 100
Black / African American Average	\$ 12,332	\$ 16,089
Latinx Average	\$ 17,594	\$ 25,695
White Average	\$ 17,989	\$ 22,395

Average Salaries According to Race and Average Worship Attendance (AWA)



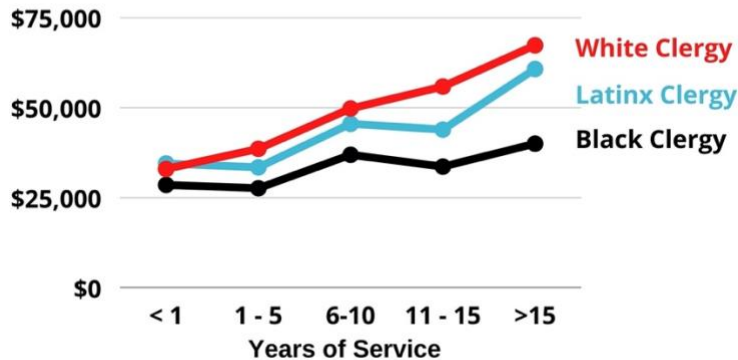
Distribution of Clergy Appointed to Churches According Race and Average Worship Attendance

	Percent of clergy ethnicity serving by AWA range					
	<50	51-125	126-250	251-500	501-1000	>1000
Black	31%	42%	14%	8%	2%	1%
Latinx	11%	46%	24%	6%	4%	6%
White	15%	26%	20%	16%	13%	6%

Average Salaries According to Race and Years of Service

Years	< 1	1 - 5	6 - 10	11 - 15	>15
Black / African American	\$28,550	\$27,619	\$36,925	\$33,636	\$40,018
Latinx	\$34,500	\$33,432	\$45,547	\$43,918	\$60,770
White	\$32,981	\$38,588	\$49,789	\$55,887	\$67,349
Grand Total	\$32,914	\$36,481	\$46,755	\$50,163	\$63,842

Average Salaries According to Race and Years of Service



Why the disparities? – Possible reasons:

1. There are some churches of color who are financially able to raise the salaries for the pastors beyond the conference minimums but don't
2. Some churches and clergy of color feel a lack of support and supervision from district superintendents.
3. Conference trainings are not culturally sensitive to churches of color.
4. Black clergy are disproportionately appointed to churches that have AWA of 50 or less and excluded (not necessarily by intent) from appointments to churches with AWA greater than 500.
5. The United Methodist Church is one of the least diverse denominations in the United States according to a 2014 report by Pew Research. Racism within the American Methodist movement has historically stunted the growth of Black churches.¹ Racism is a stain on the witness of the United Methodist Church.
6. There are churches of color across the conference that were displaced by the racist policy of Urban Renewal in cities across America from 1960's to 1990's. State and local governments claimed eminent domain on land in urban, minority neighborhoods to build interstates and to develop light industry and new housing. Some churches of color relocated to new neighborhoods in older and bigger buildings left by white churches that closed and left due to white flight. These buildings because of their size and deferred maintenance hinder the financial stability and growth of the churches of color that were displaced to them.
7. Churches in minority communities are impacted by the racism within the broader society. In Florida, the average household income is far less for Black and Latinx households than white household. Minorities churches and their communities have

¹During the time of the Central Jurisdiction, the 310,000 Black Methodists of 1939 dwindled to 250,000 by 1952 (Russell Richey, Kenneth Rowe, and Jean Schmidt, *American Methodism: A Compact History* (Nashville, TN: Abingdon Press, 2012), 178).

higher missional needs and lower income to meet those needs—impacting their ability to pay their clergy at the same levels as white churches can.

How have other conferences responded to address compensation disparities:

1. Increasing equitable compensation budgets (Greater New Jersey - GNJ)
2. Intentional cross cultural/cross racial appointments
3. Reduction of apportionments and other conference billables for churches of color (GNJ)
4. Creation of minimum salaries based on years of services (GNJ)
5. Forbearance & forgiveness of debts held by racial and ethnic minority churches (GNJ, Eastern Pennsylvania)

How is the Florida Conference currently responding:

1. From Bishop Carter & the Appointive Cabinet - Beginning July 1, 2022, Eleven clergy of color will receive a \$10,000 increase in salary from the conference for the next three years (plus the cost of the increase in their pension which is between \$1,500 and \$1,875). The hope is that these churches will be able to sustain these increases after the third year. Pastors and church are nominated based on the values of equity, fruitfulness, and sustainability. The Appointive Cabinet envisions these grants to be real work in the journey of anti-racism in the Florida Annual Conference
2. AC Resolution: Equity in Congregational Development – This resolution calls for 40% of annual expenditures from the Cabinet Development Fund to be spent on new and existing churches of color and for one-third of new church plants to be in communities of color.

Recommendations for remediation:

Short-Term

1. At 2022 Annual Conference, the Bishop should publicly acknowledge and lament the harm—financially, emotionally, and spiritually—done to clergy of color as they have been compensated less than their white colleagues and also announce conference plans to address the harm.
2. The cabinet should forbear and eliminate the debt of historically African-American churches in the Florida Conference so that they might have more money to invest in mission and ministry. See Appendix A for debt totals on page 5.
3. The cabinet should give a one-time equity grant to active clergy of color serving more than 15 year in the amount of \$1,000 for every year of service. There are 27 Black clergy and 11 Latinx clergy with more than 15 years of service.
4. Commission on Equitable Compensation should give guidelines on compensation in relation to years of service. District superintendents should hold churches and their SPRCs accountable to those guidelines, especially at charge conference.

Long-term

5. An annual report on clergy compensation should be made to the cabinet and the annual conference for at least the next five years in order to ensure that the conference is moving toward and maintaining equity.
6. District superintendents should identify churches of color that currently have a part-time appointment and has the potential to sustain a full-time appointment within the next five years. Equitable compensation could be used to support these churches with salary support in the meantime. These churches definitely would need assigned coaches.
7. The conference should create a program of coaching for churches of color and their pastors for growth and missional entrepreneurship. The coaching could be done in clusters of cohorts across the conference. Coaches should be from outside of the conference. This program should last for at least three years so that the cultural and structural changes that churches would need to make are sustained.
8. The cabinet and office/committee of congregational vitality should adopt a practice of investing all proceeds from sale of churches of color into new and existing churches of color and 40% of proceeds from the sale of all other property by the Florida Conference Board of Trustees into new and existing churches of color. This would create an ongoing funding support for strengthening and increasing churches of color.
9. At Annual Conference 2023 a plan should be presented by the Cabinet and C F&A about apportioning churches of color differently—easing the financial burden on them.
10. Office of clergy excellence could expand its summer pastoral program to include churches across the pan-Wesleyan connection, specifically larger AME and CME churches so that (potential) clergy candidates could have exposure to the inner workings of a mid-size or large Black church.

Appendix A

Collective Debts of Historically African-American Churches in the Florida Conference as of January 2020

Ministry Protection Arrearages	21,184.00
Pension Arrearages	603,588.00
Other Debt	2,788,037.00
Total	3,412,809.00