

**Council on Finance**

**Report Number 3: Compensation**

The Council on Finance recommends the following compensation plan for the period January 1, 2020 through December 31, 2020:

<b>Position</b>	<b>Base Salary</b>	<b>Utilities</b>	<b>Prof. Exp. (Primarily Travel)</b>	<b>Dependent Health Insurance <sup>(4)</sup></b>
District Superintendents and Director of Connectional Ministries <sup>(1)(2)</sup>	(2)	\$6,050 <sup>(3)</sup>	\$12,900 <sup>(3)(5)</sup>	TBD
Chief Financial Officer, Conference Treasurer, and Benefits Officer	(6)	-	-	TBD

- NOTES:
- (1) Housing arrangements are provided for each district superintendent and the Connectional Ministries director.
  - (2) Funding for the base salaries of district superintendents and the Director of Connectional Ministries is included in the 2020 Conference budget. Base salaries for District Superintendents and Director of Connectional Ministries are determined by the Bishop and the minimum annual base salary for these positions is \$60,000.
  - (3) Budgeted amounts for utility allowances and professional expenses shall be paid to each district office in the form of a grant from the Annual Conference.
  - (4) The Council on Finance recommends that the Conference and the districts, as applicable, provide for the cost of dependent health insurance.
  - (5) Payable by voucher (reimbursement only) for the Connectional Ministries director.
  - (6) The total salary for this position is currently \$145,869 , which includes a benefits officer salary of \$56,830 provided by the North Alabama Conference Board of Pension and Health Benefits. The Council on Finance will determine the 2020 total salary for this position in December, 2019.