**Candidancy & Pastoral Support Ministry**

**Candidacy for Licensed and Ordained Ministry** (***para 310-2012 UMC Discipline***)

In order to be licensed or ordained in the UMC, it is important to start the process of candidacy. To fulfill this call, the candidates present themselves to be examined regarding the authenticity of their call by God to set-apart ministry. 2 Timothy 2:15.

Persons, upon hearing and heeding the call to servant leadership through licensed or ordained ministry;

1. Contact the pastor in the local church, or
2. Consult with the SPPR Committee Chair or Secretary or another deacon or elder, or the DS
3. Candidates are encouraged to use resources recommended by GBHEM, such as *The Christian as Minister* and the *Ministry Inquiry Process*.
4. Participate in Ministry Inquiry Process (recommended, not required)



**An Elder in the UMC a UMC Deacon Deacons logo in the UMC**

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**Pastoral Support**

**Biblical Scriptural Analysis over pastor’s salaries payment:**

In the UMC- para**¶620, - 2012 Book of Discipline says that: t**he itinerancy obligations, required pastors to be made at the time of admission into the traveling connection, that the Church provides support for the itinerant ministry of the Church. It calls for pastoral support in each pastoral charge shall include provisions for:

* the support of pastors,
* district superintendents,
* bishops, and

Conference claimants

Apostle Paul Makes a passionate concern Minister’s support in asking the following question in 1st Corinthian 9:7-14,

1st Cor 9 Verses “7-8”

1. “Who serves as a soldier at his own expenses?
2. Who plants a vineyard without eating any of its fruit? Or
3. Who tends a flock without getting some of the milk?
4. Do Paul say these things on human authority? Or does not the Law say the same? (Leviticus 19:13).
5. 1st Cor 9 Verses “11” if we have sown spiritual things among you, is it too much if we reap material things from you?
6. 1st Cor 9 Verses “13” “Do you not know that those who are employed in the temple service get their food from the temple and those who serve at the altar share in the sacrificial offerings?
7. 1st Cor 9 Verses “14, says that those who serve the Church are workers who deserve their wages.
8. Above all, Galatians 6:4, narrates that **“**anyone who receive instruction in word and must share all good things with his instructor”.

**In the book of Nehemiah 13: verses 6-9, 10-13,** reiterates that the Levites who were never supported, they returned back to their farms to support themselves, neglecting their temple duties and the spiritual welfare of the people. Spiritual workers deserve their pay, and their support ought to be enough to care for their needs. They shouldn’t suffer or desert their duties because their believers don’t adequately meet their needs.

It took the hand of Nehemiah to restore their portions by cleaning the House of God. He appointed the right people to serve in the store rooms and executed their duties well for God’s service. We see this also in Acts 6:1-6.

According to paragraph BoD ¶ 142,-**Defines Clergy**— as individuals who serve as commissioned ministers, deacons, elders, and local pastors under appointment of a bishop (full- and part-time), who hold membership in an annual conference, and who are commissioned, ordained, or licensed.

It should be noted that in **paragraph ¶143 of the 2012-book of discipline on Employment Status of Clergy**.

Jesus makes it clear to us that he is a shepherd and not a hireling (John 10:11-15). Similarly, United Methodist clergy appointed to local churches are not employees of the local church, the district, or the annual conference. It is recognized that for certain limited purposes such as taxation, benefits, and insurance, governments and other entities may classify clergy as employees.

Most persons retained to do the day-to-day work of any organization, including a church, are considered employees. Like in the USA, courts have determined that United Methodist clergy at the local church are to be classified as employees for income tax purposes and are not self-employed, (The Internal Revenue Service (IRS).

However, the primary responsibility **for the payment of pastoral base compensation** remains with individual pastoral charges. Whereas the annual Conference may establish guideline upon which base compensation shall be worked by respective charges / parishes / local churches. Hence, the body for that preference is the Commission on Equitable Compensation which develops guidelines that are adopted by respective SPPR and or District Committees on Superitendency.

**¶623.Base Compensation**

The several charge conferences shall determine the pastors’ base compensation according to the provisions of 247.13.

**“**The charge conference shall in consultation with the district superintendent set the compensation of the pastor and other staff appointed by the bishop.”6

**¶624.Payment Obligation**

1. Each church or charge has an obligation to pay the full compensation as approved by the charge conference, to its pastor(s). Therefore, if a church or charge is unable to provide the compensation approved by the charge conference,

* the church or charge SPRC chair,
* finance chair,
* or treasurer,

They **shall immediately notify,** both in writing and verbally, the pastor, D.s and congregation.

It shall give room to other avenues be explored to meet the salary, including a request for consideration for a short-term emergency subsidy grant from the Equitable Compensation Fund (625.7).

However, if the annual conference has **no arrearage policy in place**, all such claims shall be subject to, and controlled by, **the civil laws applicable to such claims in the state** in which the claim arises.

**State of affairs Analysis :**

Therefore, the Methodist history quoted what John Wesley’s advised his Preacher’s then included in the 1956 ( Methodist Episcopal Church Discipline) which **Wesley used his 10 rules as pastors’ conduct in paragraph ¶202, 1956 discipline AND even our current Book of Discipline, 2012 edition** **paragraph¶330.5d (**19a);  **¶336**. 19 on the Historical Examination for admission into full connection still reaffirm it today**.**

However, am just interested in Rule 1, which says: **Rule 1 of para 202 1956 and para 336.19 of our 2012 a). Be Diligent.** Never be unemployed. Never be triflingly employed **(word trifle mean of little value or shallow in your employment**). Never trifle away time; neither spend any more time at any place than is strictly necessary.

Para **¶342. 2012 Book of Discipline STATES: Support for Elders in Full Connection Appointed to Pastoral Charge.**

Once a person assumes the obligation of itinerant ministry required upon admission to the travelling connection. The church has obligation to provide adequate support for the entire ministry of the Church (para¶ 620). The Church shall provide the ordained minister is entitled to receive, not less the Equitable Compensation established by the Annual Conference for clergy members according to para ¶ 625.3.

1. Support for Elders in Full Connection Appointed to Pastoral Charges who Render Full –Time Service. Each elder who is in good standing and who is appointed to full time service under the provision of **¶ 338.2** shall have a claim upon the conference Equitable Compensation Fund and a right to receive not less than base Compensation established by the annual conference for persons in full time service.
2. Support for Ordained Elders Appointed to Pastoral Charges who Render Less than Full time Service. Each elder in full connection in good standing appointed by the Bishop to less than full time service under the provision of para **¶338.2** shall have a claim upon the conference Equitable Compensation Fund in one quarter increment according to the guideline established by the annual conference Commission on Equitable Compensation.
3. **¶627.Pastors’ Expenses and Allowances**

Local churches shall report to the annual conference, in the manner indicated on the annual conference report form, expenditures for the following purposes:

1. amounts reimbursed to pastors for expenses incurred by them in the fulfillment of their professional responsibilities;
2. amounts paid to or for pastors as allowances (including housing allowance) in addition to base compensation.
3. Amount paid to or for pastors as allowances to Health Security Fund as well as Retirement Security Fund.
4. Local churches are encouraged to consider guidelines provided by the annual conference and/or the General Council on Finance and Administration in setting and reporting the amounts of such allowances and reimbursements.
5. **¶628.Compensation for Extension Ministries**

Every clergy member of an annual conference appointed to extension ministry shall furnish annually to the conference secretary at such time as the secretary shall direct a statement of his or her total compensation (**including base compensation, travel, automobile, housing, and other expenses allowed and paid**) for the year then ending, and said compensation of all clergy appointed to extension ministry shall be published in the journal of the annual conference.

**N/B: All** basic salaries to be increased at 2% every year in line with ever changing economic dynamics by all churches as regards our denomination employment policy.

**Churches are obliged to meet this pastor’s compensation plan for their ministers as stated above.**

**WHEREAS para ¶143. Employment Status of Clergy**

Jesus makes it clear to us that he is a shepherd and not a hireling (John 10:11-15).

Similarly, United Methodist clergy appointed to local churches are not employees of the local church, the district, or the annual conference.

**According to the East African situation especially**, in our respective Countries (Burundi, Uganda, Kenya, Rwanda, South Sudan & Ethiopia Mission) - there is an apparent taxes such as: **National Social Security Fund (NSSF), Income Tax, National Health Insurance Fund (NHIF) and Pay As You Earn (PAYE)** tax necessitates Clergies to be put under employment status as regards to the law of the Land.