

A Resolution Concerning Parity in Appointments

WHEREAS, in the 2017-2018 appointive year, there were 308 clergy under full-time appointment in North Alabama, of whom 53 (17%) were women; and

WHEREAS, the annual base compensation of 104 NAC clergy equaled or exceeded \$70,000 in 2017-2018, of whom 4% were women (4 women); and

WHEREAS, the annual base compensation of 46 NAC clergy equaled or exceeded \$100,000 in 2017-2018, of whom 2% were women (1 woman); and

WHEREAS, the Cabinet of the North Alabama Conference and the Commission on the Status and Role of Women have undertaken a collaborative study of the salaries of women under appointment in North Alabama, which has revealed these and other disparities; and

WHEREAS, our Social Principles affirm "all persons as equally valuable in the sight of God" and also "affirm the right of women to equal treatment in employment, responsibility, promotion, and compensation;" and

WHEREAS, we in the North Alabama Conference uphold and confirm these beliefs about the equal value of women and men, and so find the present extreme underrepresentation of women in higher-paying appointments to be unacceptable;

THEREFORE, BE IT RESOLVED, that at both the Conference and Local Church levels, laity and clergy in our various roles affirm our responsibility and opportunity to increase appreciation and receptivity for women in lead pastoral appointments; and

BE IT FURTHER RESOLVED, that the North Alabama Conference of The United Methodist Church urges its Cabinet to continue to strengthen its diligent efforts to dismantle gender discrimination in the making of appointments, considering female pastors for the same appointments and on the same standards as their male colleagues; and

BE IT FURTHER RESOLVED, that the Conference strongly urges its Cabinet to take steps to narrow this disparity by the 2020 appointment cycle, bringing the percentage of women among the highest-earning clergy to be equal to the representation in the general pool of clergy under appointment (for example, at current numbers, 17% - approximately 17 women, with 8 above \$100,000); and

BE IT FURTHER RESOLVED, that the Conference strongly urges the Conference Commission on the Status and Role of Women to evaluate the appointment and salary data reported in 2020 for evidence of improvements in gender parity in the appointive process and submit their findings to the Cabinet and to the 2021 session of the North Alabama Annual Conference.

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Submitted by: The Appointive Cabinet of the North Alabama Conference, Emily Nelms Chastain, Rev. Sarah Wilcox Smoot, Rev. Rachel Radeline Gonia, Rev. Carrie Kramer Jones, Jo Anne Minnitt, Rev. Stephanie York Arnold, Rev. Dorothy Ann Webster, Rev. R.G. Wilson-Lyons, Rev. Hill Carmichael, Rev. Keith Thompson, Rev. Tim Kendrick, Rev. Emily Freeman Penfield, Rev. Melissa Self Patrick, Rev. Mike Holly, Rev. Sally Allocca, Rev. Angela Martin, Rev. Kip Laxson, Rev. Mike Brinkman, Rev. Dave Barnhart, Rev. Brian Erikson, Rev. Russell Hestley, Rev. Alex Beaubé, Rev. Fred Webster, Rev. Deb Welsh, Rev. Denise Mullaney, Rev. John Mullaney, Rev. Matt Lacey, Rev. Marcus Singleton, Rev. Caitlin Harper, Rev. Nathan Carden, Rev. Doreen Duley, Rev. Monica Harbarger, Rev. Belinda Rives, Rev. Cheryl Blankenship, Rev. Garrett Harper, Rev. Susie Knedlick, Rev. Amy Parsons Vaughn, Rev. Vicki Cater, Rev. Tom Duley, Rev. Henry Prater, Rev. Amy DeWitte, Rev. John Carl Hastings, Rev. Dale Cohen, Rev. Michael Katschke, Rev. Cheryl Hinnen, Rev. Wade Griffith, Rev. David Teel

Committee Vote: 7 Concurrence 0 Non-concurrence

The Committee voted Concurrence and encourages the Annual Conference to support this resolution.