**COMMISSION ON EQUITABLE COMPENSATION of the**

**Upper New York Annual Conference**

**Policies and Procedures**

Funding from the Commission on Equitable Compensation (Commission) supports and provides funding to churches that are unable to provide the minimum salaries as set forth by the Upper New York Conference for pastors under full-time appointment.

We support churches that have potential for growth in mission and ministry that do not have other resources available. These are churches that are part of the overall Conference plan for ministry and have the support of the Cabinet and the District Superintendent involved.

This application is for funding for the period of January through June 2018. If a pastoral change occurs after funding has been established, adjustments or termination of the grant may occur based on the situation.

Allocation of funds from the Commission is subject to semi-annual review. Funds are limited.

**Criteria**

* **Equitable Compensation funds are only available to churches whose pastor is under full-time appointment (either in a single-point or multiple-point charge).**
* **Support shall not exceed 25% of the gross salary.**
* **Support will not continue beyond three years with the expectation that the amount of the grant will be diminished each year.**
* **Grants are rarely given to churches where the compensation is set above the Conference minimum salary.**

**Steps in the Application Process**

Complete the application form and forward it to your District Superintendent by the deadline. Please utilize EZRA as a reference to complete the questions, as appropriate. Submissions to your District Superintendent must include **this form plus the Clergy compensation form(s), Church budget, and EZRA Church Summary 6-Part Graphic Report;** found at: [*http://ezra.gcfa.org/Statistics/Charts.aspx*](http://ezra.gcfa.org/Statistics/Charts.aspx)*.*  The District Superintendent will provide a recommendation, and the completed application form will be sent to the Benefits Office for consideration by the Commission on Equitable Compensation.

A leadership team from congregations anticipating funding beyond one year may be required to meet with members of the Commission to determine how they might be assisted and/or resourced.

**Application for Conference Salary Support**

**January 1 – June 30, 2018**

*(To move through the selections you can either TAB or use the mouse and click)*

*(The shaded area will expand as you type)*

**Application Deadline: November 6, 2017**

**Church:**

**Pastor’s Name:**

**District:**

**Criteria (Please check only one)**

Churches must indicate which of the criteria below describes the local church situation in regard to this salary support application.

A church applying for Equitable Compensation must have a pastor under full-time appointment (either single-point or multiple-point charge) AND be unable to provide the minimum compensation as set by the Upper New York Conference AND meet one of the following criteria in order to be considered for an Equitable Compensation Grant:

[ ]  A healthy church in transition to new vitality as evidenced by: a clear vision and commitment to a well articulated strategic plan, a biblical understanding of the mission of the church, a capable and equipped leadership, high potential for expanding disciple-making ministries. Marks of such potential may include: numerical growth, area population growth, targeted evangelism and outreach.

[ ]  A church, suffering a temporary decline for identifiable and addressable reasons, that is seeking to return to a healthy position and requires short-term conference support to regain its footing.

**Pastor’s Conference Relationship (Please check one):**

**[ ]** Associate Member

[ ] Associate Member from another United Methodist Conference

[ ] Certified Lay Minister

[ ] Deacon from another denomination

[ ] Deacon from another annual conference

[ ] Deacon in Full Connection

[ ] Elder in Full Connection

[ ] Elder/full member from other denomination

[ ] Elder/full member from other UM conference

[ ] Lay Pastoral Assistant

[ ] Local Pastor

[ ] Provisional Deacon (’96 Discipline)

[ ] Provisional Elder (’96 Discipline)

[ ] Probationary Member (’92 Discipline)

[ ] Provisional Member from another United Methodist annual conference

[ ] Retired

[ ] Student local pastor

**Status (Please check one):**

[ ] Single-point charge

[ ] Multiple-point charge (if part-time, please indicate      %)

Indicate each church name (listing your church first) and percentage of time at each church:

|  |  |
| --- | --- |
| Church:       | Percentage:      % |
| Church:       | Percentage:      % |
| Church:       | Percentage:      % |

1. The Pastor’s number of full time equivalent years of service:
2. What is the salary this church/charge is or will be paying the pastor? A copy of the UNY Clergy Compensation Report Form must be submitted with this application for all churches within a charge.

1. What is the average weekly worship attendance? (Refer to EZRA Statistical Report line 10)

|  |  |  |  |
| --- | --- | --- | --- |
| Current: |       | 2016: |       |
| 2015: |       | 2014: |       |
| 2013: |       | 2012: |       |

1. In the last 12 months how many people have joined the church on “Profession of Faith”? (Refer to EZRA Statistical Report line 2a for prior calendar year)

1. How many baptisms have been performed in the last 12 months? (Refer to EZRA line 11)

|  |  |
| --- | --- |
| Child/Infant:        | Adult:       |

1. List the hands-on mission programs in which church members are involved and also give the number of people involved in those mission programs: (See EZRA lines 30-35)

1. Are there ministries in your church funded outside of the Current Operating Budget? (If so, please explain briefly) (See EZRA line 29)

1. What has your church done to train laity for leadership? (Explain briefly)

1. What are the “fruits of your ministry”? Give specific examples of how your church's ministries are transforming lives, with qualitative and/or quantitative results.

1. What % of the following has been paid? (Refer to EZRA Church Summary Graphic Report for Shared Ministry, Statistics Report lines 51+52 for Direct Bill information) (For 2017 use the % of year to date billed that has been paid)

|  |  |  |  |
| --- | --- | --- | --- |
| 2017 – Shared Ministry: |      % | 2017 – Direct Bill |      % |
| 2016 – Shared Ministry: |      % | 2016 – Direct Bill |      % |
| 2015 – Shared Ministry: |      % | 2015 – Direct Bill |      % |
| 2014 - Shared Ministry: |      % | 2014 - Direct Bill: |      % |

1. Stewardship Ministry: Briefly describe the stewardship campaign you have used or will be using for your 2018 budget. What is the goal of the campaign?

1. What was the net result of income for 2016 (Refer to EZRA line 67a)

|  |  |  |
| --- | --- | --- |
| 2016 | $       | [ ] Increase or [ ] Decrease over 2015 |
|  |      %  | [ ] Increase or [ ] Decrease over 2015 |

1. What is the total of your church’s investments and how are they are they designated? $
2. If you are using invested funds, how are they being used?
3. Number of years salary support has been granted:

*NOTE: Any churches requesting funding beyond one (1) year should expect to be asked to provide a plan for moving back to self-sufficiency.*

1. Amount(s) of Salary Assistance: (Refer to EZRA line 69a)

|  |  |
| --- | --- |
| Amount received January 1 – June 30, 2014 | $      |
| Amount received July 1 – December 31, 2014 | $      |
| Amount received January 1 – June 30, 2015 | $      |
| Amount receivedJune 30 – December 31, 2015 | $      |
| Amount received January 1 – June 30, 2016  | $      |
| Amount received July 1 – December 31, 2016 | $      |
| Amount receivedJanuary 1 – June 30, 2017 | $      |
| Amount received July 1 – December 31, 2017 | $      |
| **AMOUNT REQUESTED JANUARY 1 – JUNE 30, 2018** | $      |

1. How many other paid positions are there at this church?
2. Please list **all other paid positions**, including position title, salary, and benefits (inclusive of employment taxes, health insurance, etc.): (Refer to EZRA line 60)

1. What additional information does the Commission on Equitable Compensation need to know about your particular mission and ministry that would help in the grant process?

1. What is your church’s unique situation that makes it necessary to apply for a salary grant? What specific plans are in place to address the issues that cause your need for a grant?

1. Attach a copy of the church’s 2017 budget to this application and 6-part Church Summary Graph from EZRA for 2016.

***The information in this application has been reviewed by the Pastor, S/PPRC Chair, Admin Board Chair, and Treasurer:***

|  |  |  |  |
| --- | --- | --- | --- |
| Pastor:  |       | Date Reviewed: |        |
| E-mail:  |        | Telephone:  |       |
|   |  |  |  |
| S/PPRC Chair:  |        | Date Reviewed: |       |
| E-mail:  |       | Telephone:  |       |
|  |  |  |  |
| Adm. Council Chair: |       | Date Reviewed: |       |
| E-mail:  |       | Telephone:  |       |
|  |  |  |  |
| Treasurer: |        | Date Reviewed:  |       |
| E-mail:  |       | Telephone:  |       |

**Once completed, save files on your computer as “your church name JANUARY2018” and e-mail it as an attached “Word” file form with other required documents to your District Superintendent by NOVEMBER 6, 2017.**

 [ i.e. File 🡪 Save As: denverfirstJanuary2018.doc]

The District Superintendent must provide a narrative with his/her recommendation. The District Superintendent will then forward it to the Benefits Office for consideration by the Commission on Equitable Compensation members.

Funding is limited. The Commission does NOT expect to interview all the churches requesting salary assistance. Churches to be interviewed will be contacted.

*District Superintendent Emails:*

Adirondack: BillMudge@unyumc.org Genesee Valley: VondaFossitt@unyumc.org

Albany: RichWeihing@unyumc.org Mohawk: AbelRoy@unyumc.org

Binghamton: DavidKofahl@unyumc.org Mountain View: NancyAdams@unyumc.org

Cornerstone: SherriRood@unyumc.org Niagara Frontier: WayneButler@unyumc.org

Crossroads: NolaAnderson@unyumc.org Northern Flow: MikeWeeden@unyumc.org

Finger Lakes: JeffMcDowell@unyumc.org Oneonta: EverettBassett@unyumc.org