

**COMMISSION ON EQUITABLE COMPENSATION  
OF THE  
UPPER NEW YORK ANNUAL CONFERENCE**

**2020 SUPPLEMENTAL APPLICATION**

**FOR CONFERENCE SALARY SUPPORT**

**FOR A SECOND 6 MONTH PERIOD IN THE SAME FISCAL YEAR**

**APPLICATION DEADLINE:**

**APRIL 7, 2020**

**IMPORTANT NOTE: The Commission on Equitable Compensation has revised this application. To ensure smooth review and consideration of your application, please be sure to thoroughly read through the application and complete it in its entirety. Lack of required information could result in an application being denied.**

**COMMISSION ON EQUITABLE COMPENSATION  
OF THE  
UPPER NEW YORK ANNUAL CONFERENCE**

**Policies and Procedures for Conference Salary Support**

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.

The application for funding is for either the period of January through June or July through December of a given year. 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.**
- **Payment of Direct Bills and Ministry Shares for the last five years will be taken into consideration.**
- **Each church applying must be using the Vital Signs Dashboard Application weekly.**
- **Attach a copy of your original application.**

## Steps in the Application Process

Complete the **SUPPLEMENTAL** application form. **Once the application is completed, save the files on your computer as “churchname\_GrantPeriodDate” and e-mail it as an attached “Word” file to your District Superintendent\* by the deadline provided on the cover sheet.**

For example:       File → Save As: denverfirst\_July2020.doc

The District Superintendent must provide a narrative with his/her recommendation. The District Superintendent will then forward the application to the Benefits Office. From there it is reviewed by the Bishop’s Council and then sent on to the Commission on Equitable Compensation members for consideration.

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

### *District Superintendent / District Office Emails:*

Adirondack: [DebbieEarthrowl@unyumc.org](mailto:DebbieEarthrowl@unyumc.org)  
[AdirondackDistrict@unyumc.org](mailto:AdirondackDistrict@unyumc.org)

Genesee Valley: [VondaFossitt@unyumc.org](mailto:VondaFossitt@unyumc.org)  
[GeneseeValleyDistrict@unyumc.org](mailto:GeneseeValleyDistrict@unyumc.org)

Albany: [RichWeihing@unyumc.org](mailto:RichWeihing@unyumc.org)  
[AlbanyDistrict@unyumc.org](mailto:AlbanyDistrict@unyumc.org)

Mohawk: [AbelRoy@unyumc.org](mailto:AbelRoy@unyumc.org)  
[MohawkDistrict@unyumc.org](mailto:MohawkDistrict@unyumc.org)

Binghamton: [DavidKofahl@unyumc.org](mailto:DavidKofahl@unyumc.org)  
[BinghamtonDistrict@unyumc.org](mailto:BinghamtonDistrict@unyumc.org)

Mountain View: [NancyAdams@unyumc.org](mailto:NancyAdams@unyumc.org)  
[MountainViewDistrict@unyumc.org](mailto:MountainViewDistrict@unyumc.org)

Cornerstone: [SuzanneBlock@unyumc.org](mailto:SuzanneBlock@unyumc.org)  
[CornerstoneDistrict@unyumc.org](mailto:CornerstoneDistrict@unyumc.org)

NiagaraFrontier: [CarlosRosaLaguer@unyumc.org](mailto:CarlosRosaLaguer@unyumc.org)  
[NiagaraFrontierDistrict@unyumc.org](mailto:NiagaraFrontierDistrict@unyumc.org)

Crossroads: [NolaAnderson@unyumc.org](mailto:NolaAnderson@unyumc.org)  
[CrossroadsDistrict@unyumc.org](mailto:CrossroadsDistrict@unyumc.org)

Northern Flow: [MikeWeeden@unyumc.org](mailto:MikeWeeden@unyumc.org)  
[NorthernFlowDistrict@unyumc.org](mailto:NorthernFlowDistrict@unyumc.org)

Finger Lakes: [JeffMcDowell@unyumc.org](mailto:JeffMcDowell@unyumc.org)  
[FingerLakesDistrict@unyumc.org](mailto:FingerLakesDistrict@unyumc.org)

Oneonta: [AbelRoy@unyumc.org](mailto:AbelRoy@unyumc.org)  
[OneontaDistrict@unyumc.org](mailto:OneontaDistrict@unyumc.org) or  
[MohawkDistrict@unyumc.org](mailto:MohawkDistrict@unyumc.org)

**SUPPLEMENTAL APPLICATION FOR CONFERENCE SALARY SUPPORT  
FOR A SECOND 6-MONTH PERIOD WITHIN THE SAME FISCAL YEAR**

*(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: April 7, 2020**

This form is used by churches that previously submitted a full application, received a grant, and have continued or wish to continue receiving a grant.

Church Name:

Pastor:

District:

Amount requested for the next grant period (6 months):

Amount of grants received from Equitable Compensation:

Amount of other salary grants received, if any (dates and amounts) for  
Missional, Sustentation and Appointment:

Are shared ministry giving and direct billed payments up to date? If not, describe the plan to satisfy these debts.

Have you discussed the possibility of reducing staff costs? If yes, please explain how?

Please write a brief narrative for the Commission describing the steps you have taken since your last application to help resolve the financial shortfall you are experiencing and place your church on a forward plan for recovery. It is ok to attach your narrative on a separate sheet of paper.

Please attach a copy of your original application with this renewal and tell us what has changed with your finances and membership.

**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:	