

1 **R#26**

LC #12

2 **GUIDELINES FOR EQUITABLE COMPENSATION SUPPORT**

3
4 **Motion:**5 The Commission on Equitable Compensation moves the Conference Guidelines for Equitable Compensation
6 Support for 2019.

7 Guidelines for Equitable Compensation Support

- 8 1. Local congregations shall conduct an annual stewardship campaign. Congregations receiving
9 Equitable Compensation support are expected to participate in ongoing stewardship education and
10 planning through programs such as the Stewardship Academy offered through the United Methodist
11 Foundation of Michigan, the Vital Church Initiative (VCI) or Paragraph 213 Review as provided in
12 paragraph 213 of *The Book of Discipline of The UMC – 2016*.
 - 13 2. Local congregations receiving Equitable Compensation grants shall annually counsel with the District
14 Superintendent concerning levels of pastoral support.
 - 15 3. IF REASONABLY POSSIBLE, churches should be grouped in a denominational or ecumenical
16 grouping so as to provide an average attendance of at least 134 under the care of one pastor. The
17 134 figure is calculated using average giving, salary packages, church expenses, and ministry share
18 totals as submitted. Multi-church charges that become single-point charges will most often not be
19 eligible for financial assistance from the Commission unless the church seeking assistance has an
20 average attendance of at least 134. The Cabinet shall report to the Annual Conference how many
21 charges fall beneath the minimum standard of 134 in average attendance.
 - 22 4. Local congregations requesting Equitable Compensation support shall voucher pastor's travel and
23 business expenses according to the guidelines of the Council on Finance and Administration.
 - 24 5. Local congregations may receive Equitable Compensation support for up to four consecutive years,
25 reducing the original grant amount by 25% each year. Equitable Compensation funds shall not be
26 used to fund more than the Conference minimum salary.
 - 27 6. Congregations receiving Equitable Compensation shall pay ministry shares in full.
 - 28 7. Churches receiving or applying for Equitable Compensation that have planned or are planning to
29 enter into building or remodeling projects that require permission of the District Board of Church
30 Location and Building, or which exceed 10% of the total annual budget of the local congregation, shall
31 not proceed with proposed projects and/or related capital campaigns until such time as a plan for
32 ending Equitable Compensation support has been presented and approved by the Commission on
33 Equitable Compensation and the District Superintendent. Exceptions to this guideline shall be given
34 greater consideration when proposed projects are related to building accessibility.
 - 35 8. Exceptions to these guidelines may be considered upon recommendation of the Bishop and the
36 Cabinet.
- 37 - Approved by Annual Conference 1984, Revised
38 1993,2002,2007,2009,2010,2011,2012,2015,2016, 2017.

39 **Rationale:**40 The Commission made modifications to the Guidelines to item #5 as agreed upon by both Michigan Annual
41 Conference Commissions on Equitable Compensation.42 **Submitted by:**43 Rev. Mark E. Zender, Chair and Acting Convener,
44 Commission on Equitable Compensation of the Detroit Annual Conference
45 Nancy Patera, Chair,
46 Commission on Equitable Compensation of the West Michigan Annual Conference