

Guidelines for Equitable Compensation Support

- 1. Local congregations shall conduct an annual stewardship campaign. Congregations receiving Equitable Compensation support are expected to participate in ongoing stewardship education and planning through programs such as the Stewardship Academy offered through the United Methodist Foundation of Michigan, the Vital Church Initiative (VCI) or a Paragraph 213 Review as provided in ¶213 of the United Methodist Book of Discipline.**
- 2. Local congregations receiving Equitable Compensation grants shall annually counsel with the District Superintendent concerning levels of pastoral support.**
- 3. If reasonably possible, churches should be grouped in a denominational or ecumenical grouping so as to provide an average attendance of at least 134 under the care of one pastor. The 134 figure is calculated using average giving, salary packages, church expenses, and ministry share totals as submitted in Tables I, II, and III. Multi-church charges that become single-point charges will most often not be eligible for financial assistance from the Commission unless the church seeking assistance has an average attendance of at least 134. The Cabinet shall report to the Annual Conference how many charges fall beneath the minimum standard of 134 in average attendance**
- 4. Local congregations requesting equitable compensation support shall voucher pastors' travel and business expenses according to the guidelines of the Council on Finance and Administration.**
- 5. Local congregations may receive Equitable Compensation support for up to four consecutive years, reducing the original grant amount by 25% each year. Equitable Compensation funds shall not be used to fund more than the Conference minimum salary.**
- 6. Congregations receiving Equitable Compensation shall pay Ministry Shares in full.**
- 7. Churches receiving or applying for Equitable Compensation that have planned or are planning to enter into building or remodeling projects that require permission of the District Board of Church Location and Building, or which exceed 10% of the total annual budget of the local congregation, shall not proceed with proposed projects and/or related capital campaigns until such time as a plan for ending Equitable Compensation support has been presented and approved by the Commission on Equitable Compensation and the district superintendent. Exceptions to this guideline shall be given greater consideration when proposed projects are related to building accessibility.**
- 8. Exceptions to these guidelines may be considered upon recommendation of the Bishop and the Cabinet.**