

The Commission on Equitable Compensation (CEC) moves these Conference Guidelines for Equitable Compensation Support for 2022. Motion Passed.

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, Roads to Vibrancy, or Local Church Assessment as provided in ¶213 of the United Methodist Book of Discipline.
2. Local congregations considering requesting an Equitable Compensation grant shall first counsel with their District Superintendent (DS). Counsel with the DS is required each year a grant is sought.
3. Local congregations requesting an Equitable Compensation grant shall voucher the travel and business expenses of their pastor according to the guidelines of the Council on Finance and Administration.
4. Local congregations may receive an Equitable Compensation grant 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.
5. Local congregations receiving Equitable Compensation grants are encouraged to show progress in full payment of ministry shares.
6. Local congregations anticipating pursuing both capital expenses or capital campaigns and an Equitable Compensation grant shall counsel with their DS before applying to begin or continue seeking a grant from the Commission on Equitable Compensation. Projects which solely address building accessibility will not automatically disqualify an Equitable Compensation grant request.
7. The deadline for grant submission shall be the 25<sup>th</sup> day of October preceding the year for which the grant is sought. Incomplete grant submissions and grant submissions received after the established due date may be denied. Mid-year grant requests shall be considered at a time mutually agreeable with the Cabinet and the chairperson of the Commission on Equitable Compensation.
8. Exceptions to these guidelines may be considered upon recommendation of the Bishop and the Cabinet.

Respectfully,

Don Gotham  
Interim Chair, CEC