



United Methodist Insurance Program

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QUADRENNIAL T RAINING 2025

Commission on Equitable Compensation

Commission on Equitable Compensation

W e l c o m e ! ! !



Making Grants I

Rev. Jeremy L. Howell

What are the attributes of successful grant-making?

What is our goal or goals?

At a minimum:

Have we met our obligations
as described in the BOD and
our conference guidelines?

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Have we done our best for the pastor?

Have we been good stewards of conference resources?

Have we helped the church/charge move to a long-term, sustainable financial position?

Have we done that which was good, right, equitable, just, and righteous?

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In two or three sentences, who can describe the ideal procedure in your AC?

A request

Supporting data

Investigation if needed

Approval by committee

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What about emergency grants?

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What data is important in determining whether or not to make a grant?

Must you grant all requests?

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624.8 The Equitable Compensation Fund, secured as described above in 614.1e and 624.7, shall be disbursed under the direction of the Commission on Equitable Compensation.

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624.12 The guidelines of the annual conference program of equitable clergy support shall, insofar as possible, be observed by the bishops and district superintendents in arranging charges and making appointments. Each full-time pastor or those clergy members of the annual conference appointed less than full-time under episcopal appointment to a local church are eligible for participation in the annual conference program of equitable base compensation (342.1, .2).

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Basic Data

1. Who is the grant for?
2. Why is the grant needed? What conditions have arisen that led to the request?
3. What is the current financial situation of the church?
4. What is the financial situation of the church for the last *X* years?
5. Does it conform to the *BOD* and to your AC guidelines?

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More In-Depth

6. What percentage of apportionments are they paying?
7. What percentage of Direct Billing are they paying?
8. What other staff are they paying?
9. Are they conducting a capital funds campaign?
10. Are they receiving other conference/district funding?

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More In-Depth

11. Have they done/Are they going to do a stewardship campaign?
12. What is the church's history with CEC?
13. What is the pastor's history with CEC?
14. Do they appear to be truthful?

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1. Who is the grant for? Who is eligible?

- ❖ Full-time pastors (Elders and Local Pastors) appointed to local church (624.12)
- ❖ Elders appointed to less than full-time in local church (342.1, 2)
- ❖ Full deacon or provisional deacon appointed as pastor (339)
- ❖ “Elders” from other denominations [with recognition for time in service] (624.10)
- ❖ Unappointed elders in good standing

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339. Definition of a Pastor-A pastor is an ordained elder, associate member, provisional elder, or local pastor approved by vote of the clergy session and maybe appointed by the bishop to be in charge of a station, circuit, cooperative parish, extension ministry, ecumenical shared ministry,²⁷ or to a church of another denomination, or on the staff of one such appointment. Ordained deacons in full connection and provisional deacons, with all rights, privileges, and responsibilities granted to them in the Discipline may also be defined as pastors.

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1. Who is the grant for?

Who is NOT eligible?

- Retired supply pastors (358.6)
- Part-time local pastors
- Pastors on leave of absence except as provided in Conference Rules/Guidelines and BOD (354.6, 355.7)
- Special appointment categories within the itinerancy of the United Methodist Church as defined in Paragraph 344.1 a, b, and c of BOD 2020/2024.
- Deacons as defined in Paragraphs 329 and 330 of The Book of Discipline 2012 (except as appointed with regard to 625.4 or 339 of BOD 2020/2024).

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“provided that no member in good standing who is appointed to a pastoral charge is denied the minimum base compensation.” (624.9)

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2. Why is the grant needed?

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3. What is the current financial situation of the church?

4. What is the financial situation of the church for the last X years?

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Tables II and III

Audit

Bank statements

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Is there a correlation between financial changes
and pastoral appointments?

How is the relationship between the pastor
and the congregation?

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5. Does it conform to the *BOD* and to your AC guidelines?

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6. What percentage of apportionments are they paying?

7. What percentage of Direct Billing are they paying?

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Can you use CEC funds for Direct Billing?

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9. Are they conducting a capital funds campaign?

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10. Are they receiving other conference/district funding?

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11. Have they done/Are they going to do a stewardship campaign?

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12. What is the church's history with CEC?

13. What is the pastor's history with CEC?

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14. Do they appear to be truthful?

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¶625.9 ... An annual conference may set a maximum amount to be used in attaining such minimum base compensation in any given case, and it may set its own policy regarding the number of years for which a pastoral charge is eligible to receive equitable base compensation funds, provided that no member in good standing who is appointed to a pastoral charge is denied the minimum base compensation (¶ 342).

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How do you determine the maximum amount of a grant?

Does your annual conference have rules?

Are they enforceable?

Does your annual conference have rules about length of a grant? If so, how long?

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“BASE COMPENSATION: That portion of a pastor's compensation which is paid directly to the pastor as cash compensation, contributions authorized by the pastor to either a tax-paid pension program or a tax-deferred program (such as a 403(b) plan), payments to assist the pastor with the personal share of Social Security taxes, and some other kinds of cash compensation, such as bonuses, payments to private investment programs, and the like” (p. 5, *Guidelines: A Resource for The Conference Commission on Equitable Compensation*).

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Questions?????



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