

**WEST MICHIGAN ANNUAL CONFERENCE
COMMISSION ON EQUITABLE COMPENSATION**

Equitable Compensation Application for 2015

Instructions

1. Advance consultation and signature of the District Superintendent is **required**. If needed, we also encourage advance conversation with the Chair of the Commission on Equitable Compensation(CEC), particularly with regard to any questions related to completion of the application.
2. **Deadline for application is October 10th.** In order to meet the deadline, complete all pages of this application, obtain signatures, make FIVE copies, and as soon as possible disburse the completed applications as follows:

Mail 1 copy to the Chair of the Commission on Equitable Compensation:
Pastor Nancy J. Patera, 4290 Summer Creek Drive, Dorr, MI 49323

Mail 1 copy to your District Superintendent, who will add his/her comments and forward them to the Commission. It is strongly advised that you get the application to your District Superintendent as early as possible.

Give **1 copy** each to the Pastor, the Chair of the S/PPR Committee, and the Financial Secretary or Treasurer of your local church.

3. Incomplete information, or late applications, may result in a denial of support. It is the responsibility of the local church to ensure that all information requested is provided and received by the stated deadline.
4. In applying for Equitable Compensation support, keep in mind that the primary purpose of the Commission on Equitable Compensation is to support churches needing help to meet the minimum compensation required by the Annual Conference. Minimum salaries for various ministry categories are included with Charge/Church Conference paperwork sent to every S/PPR Committee.

If you have any questions, or need help completing the application, please contact the Chair of the Commission on Equitable Compensation:

Pastor Nancy J. Patera
4290 Summer Creek Drive, Dorr, MI 49323
(616) 902-6973 nancypatera@mac.com

**WEST MICHIGAN ANNUAL CONFERENCE
COMMISSION ON EQUITABLE COMPENSATION**

Equitable Compensation Application for January - December, 2015

OR

The months of _____ through _____, 2015.

District _____ Church _____

Pastor _____

Conference Relationship _____ Appointment Status _____
(Elder, Associate, Probationer, or Local Pastor) (1/4, 1/2, 3/4, or Full Time)

A. We request \$ _____ for support of Pastoral Salary.

Note: If you are in a Charge setting, and share pastoral compensation with another church, or churches, please indicate the total cash compensation for the charge as a whole, and for the individual church listed on this application. If multiple churches in a charge are applying for salary support, each must complete their own application.

\$ _____ total salary to be paid by Church completing application.

\$ _____ total salary to be paid by the Charge, if applicable.

B. We request \$ _____ support for Pension. (CRSP and CPP)

If needed, you may also request additional funding to support pension obligations related to the salary request in "A." This assumes that the pastor qualifies for CRSP/ CPP. To figure the maximum amount of pension support you may request, multiply the amount in "A" by .1875 (18.75%) For example a \$5,000 request would result in a \$937.50 maximum pension request.

C. We request \$ _____ support for Housing.

Note: By Conference policy, only Native American churches may request financial support for Housing.

D. We request \$ _____ support for Health Insurance.

Note: By Conference policy, only Native American churches may request financial support for Health Insurance.

E. Total Request of Equitable Compensation (A+B+C+D) \$ _____

Additional Information to Accompany Request

1. Average YTD Worship Attendance _____ Church membership _____

2. List all sources and amounts hoped to be received for the church's 2015 budget:

Local church contributions \$ _____

Fund Raising Projects \$ _____

Equitable Compensation \$ _____

All Others Sources \$ _____

Total ALL income sources: \$ _____

3. If included in "All Other Sources" of income above, please indicate funding expected from:

District Board of Missions \$ _____

RELC \$ _____

Conf. Board of Global Ministries \$ _____

General Board of Global Missions \$ _____

4. List all years you have received Equitable Compensation support and the total grant amount received for all areas (Salary, Pension, Housing, & Health Insurance).

Year _____ Total Grant \$ _____ Year _____ Total Grant \$ _____

Year _____ Total Grant \$ _____ Year _____ Total Grant \$ _____

Year _____ Total Grant \$ _____ Year _____ Total Grant \$ _____

5. It is expected that congregations/charges will have a plan for growth to become self-supporting, and that assistance from Equitable Compensation will be needed for no more than 5 years. **Please respond to either A or B:**

A. We intend to stop receiving Equitable Compensation support by:

(month/year)

B. _____ In the foreseeable future we expect to continue to need the support of the Commission on Equitable Compensation for our congregation/charge.

Comments:

Answers to the following questions will help the Commission to understand your specific church/ministry setting. If needed you may attach additional sheets.

6. Describe your current Stewardship Campaign/Pledge plans for financial support of your congregation's 2015 budget. If indicating "NONE," please explain. It is also requested that you discuss any lack of specific stewardship plans with your D.S.

7. Please indicate the percentage of Ministry Shares that will be paid this year, as well as the percent paid in the prior two years:

2014 - _____ % 2013 - _____ % 2012 - _____ %
(Projected) (Actual) (Actual)

What is the amount of your 2015 Ministry Shares? _____

Does the congregation plan to pay 100% of Ministry Shares in 2015?
_____ (Yes/No)

If NO, what percentage do you plan to pay? _____ %

Does the congregation understand that the budget for Equitable Compensation is only possible because of the faithful payment of Ministry Shares of all congregations of the Annual Conference?

Yes _____ No _____

If less than 75% of Ministry Shares have been paid in this or any recent years, please comment:

8. List any additional paid staff (other than the pastor) with approximate annual wages.

Position _____ \$ _____ Position _____ \$ _____

Position _____ \$ _____ Position _____ \$ _____

9. Is there any other information that would help the Commission to understand your ministry and offer some rationale supporting your request for support?

You are welcome to attach additional sheets as necessary.

10. Please include both a Year to Date Treasurer's Report for 2014, and the final 2013 Treasurer's Report. Send copies to both the D.S. and CEC Chair.

____(Y/N) YTD & 2013 Treasurer's Report are included for D.S. to mail to CEC Chair.

Signatures:

S/PPRC Chair _____ Date _____

Pastor _____ Date _____

Church Council Chair _____ Date _____

Treasurer or Finance Chair _____ Date _____

As indicated, once the application is completed, please:

Mail 1 copy to the Chair of the Commission on Equitable Compensation:
Pastor Nancy J. Patera, 4290 Summer Creek Drive, Dorr, MI 49323

Mail 1 copy to your District Superintendent, who will add his/her comments and forward them to the Commission. Please complete the top portion of the D.S. comment page that follows before sending the completed application to the District Office. It is strongly advised that you get the application to your District Superintendent as early as possible.

Keep additional copies as needed for the Pastor, Chair of S/PPR Committee, Financial Secretary and/or Treasurer

WEST MICHIGAN CONFERENCE COMMISSION ON EQUITABLE COMPENSATION

Equitable Compensation Application for 2015

Church: _____ Charge _____

Pastor _____ Total Cash Salary \$ _____

Portion of Salary Paid by Applying Church \$ _____

Total Equitable Compensation Request \$ _____

As District Superintendent, please offer any comments you might have with regard to the applying church's ministry setting and situation, as well as your support or non-support, in part or whole, for the amount of the request. It would also be helpful to know of the Cabinet's goals, if any, for this charge and/or appointment. Please keep the original application for you files, and mail this comment page to the CEC Chair:

Pastor Nancy J. Patera, 4290 Summer Creek Drive, Dorr, MI 49323

Completed applications are due by October 10, 2014.

Your comments are appreciated as soon as possible.

Comments:

It has been suggested that a portion of the CEC budget be set aside and designated for “Missional Churches” that will in all likelihood need ongoing/permanent Salary Support from the Conference. Though we have not yet specifically defined what would be considered a “Missional Church”, do you believe this church would qualify as one?

YES _____ NO _____

D.S. Signature _____ Date _____