

DESERT SOUTHWEST CONFERENCE
Request for Equitable Compensation for 2021
(Return to your Superintendent/Mission Specialist by November 1)

The Book of Discipline of The United Methodist Church 2016 specifies that “Each church or charge has an obligation to pay the base compensation, the benefits adopted by the annual conference, and other ministerial support (including housing) adopted by the charge conference, to its pastor(s). If it becomes apparent that a church or charge will be unable to so provide the base compensation, support, and benefits adopted by the charge conference, the church or charge SPRC chair, finance chair, or treasurer, shall immediately notify, both in writing and verbally, the pastor, district superintendent, and congregation. This communication shall indicate all avenues explored to meet the base compensation, support, and benefits, including requesting consideration for a short-term emergency subsidy grant from the Equitable Compensation Fund (§ 625.7). ...” (§ 624.1)

According to § 625.2, “It is the purpose of the commission on equitable compensation to support full-time clergy serving as pastors in the charges of the annual conference...”

Applicant:

Today's Date: _____ Name/Title of One completing form: _____

Name of Mission Church: _____ City/State: _____

Amount requested for 2021 (unless other time period designated): \$ _____

Has church previously received Equitable Compensation Funds? _____ How many years? _____

Pastoral Leadership:

Appointed Pastor: _____ Years of service (as of 6/30/20): _____

Pastor's Classification (i.e., AF, AM, FD, FE, FL, LFT, LP, PE, etc.): _____

Is appointment: __ Full time or __ Part time?

If part-time, what percent of full-time? __ 25% __ 50% __ 75%

Housing: __ Parsonage provided __ Housing Allowance \$ _____ /year

Type of Health Insurance Coverage: __ Single __ Couple __ Family

Does the church cover participation portion? __ No __ Yes \$ _____ /year

Church Membership:

Professing Members of church: _____

New Professing Members since January this year: _____

Number of Constituents: _____

Average attendance at the principle weekly worship services: _____

Average attendance in the Sunday Church School (all ages): _____

Is your membership growing, stable, or declining? _____

What are the numbers of people in your congregation in each age group?

0-15 _____ 16-34 _____ 35-54 _____ 55-70 _____ 70+ _____

Application: (NOTE: incomplete applications will not be considered.)

For all questions below, please use separate paper to supplement this form.

1. What is the Mission Church’s vision for the future?
2. What specific plans and programs are in place that are designed to attain the vision?
 - a. Within the local Church?
 - b. Within the local community?
3. How will the amount requested enable you to realize the vision? (What are the goals for the mission and pastor, and how are you engaging in your mission field?)
4. Share how your church meets one or more of the criteria for a Mission Church, as defined by our Annual Conference (DSC Journal - Conference Rules C.F.IV), *Book of Discipline* Paragraph 259.1.A)
 - a. a charge struggling with isolation and cultural obstacles
 - b. a charge facing socioeconomic challenges
 - c. a charge with unique language challenges
 - d. a charge experiencing institutional racism and classism
5. Does your church have any indebtedness?
 - a. Purpose
 - b. Balance due
 - c. Payments
 - d. When paid off
6. Provide a review of how your Church has met the goals of the Conference (Loving like Jesus, Acting for Justice, and United in Hope) and also provide a detailed description of the stewardship plans for the Church for this year.
7. Each of the following items must be attached to the application:
 - a. Proposed 2021 clergy compensation, including Equitable Compensation Grant
 - b. Copy of Statistical Tables I, II, & III submitted for 2019
 - c. Year-to-date financial statement for 2020 (income and expenses)
 - d. Budget for 2020 and Preliminary Budget for 2021
 - e. Copy of Fund Balance Report (annual audit) submitted for 2019

Required Signatures

We the undersigned attest that, to the best of our knowledge, the information stated on this application represents the financial need of the congregation for the ensuing year.

_____ Date

Administrative Board/Council Chairperson
_____ Date

Staff Parish Relations Committee Chairperson
_____ Date

Pastor
_____ Date

District Superintendent
_____ Date

for office use only:

Cabinet Action: Received by: _____ Approved: _____ Recommended \$: _____

Commission: Received: _____ Approved: _____ Amount: \$ _____

SUPPLEMENTAL INFORMATION TO BE COMPLETED BY THE DISTRICT SUPERINTENDENT

District Superintendent: _____

Church/Charge: _____

- 1) These funds will assist:
 - a. An isolated location Charge _____
 - b. A mission Charge _____
 - c. A Charge with unusual potential and distinct opportunities for growth and/or mission _____
 - d. A Charge with potential for financial independence within 2 years _____

- 2) What funds are currently being received by the local Church from other outside sources such as Church extension, etc? (Please indicate N/A if appropriate)

Amount	Source
_____	_____
_____	_____

- 3) If any of the above are pending, when do you expect confirmation? _____

- 4) What numerical ranking would you give to this request in relation to the others in your District?
(Note: please rank thoughtfully compared to all other requests from your District; e.g., if you have 10 requests, you would uniquely rank each request from 1-10.)

- 5) Please state reasoning for this ranking:

- 6) What progress have you seen/been told about that shows that the Mission Church can follow through on their plans and programs to become self-sufficient?

(Please feel free to attach additional page with your answer to this question)

Date: _____

District Superintendent Signature: _____