

COMMISSION ON EQUITABLE COMPENSATION

David Decker, Chair

The Conference Commission on Equitable Compensation worked diligently this past year with the Appointive Cabinet to ensure that each pastor serving an Equitable Compensation church was compensated at the levels established by the Annual Conference. Our expenditures were under budget again in 2020. Our annual projected needs for equitable compensation and mission church support remain at \$190,400 in the 2022 budget as we try to do our part in helping to keep expenditures in check at the conference level.

The Cabinet and the Commission on Equitable Compensation have assessed the status and potential of each church receiving equitable compensation, and, while dealing with each church with sensitivity and care, subsidies have been reduced where possible. In many cases, churches have accepted less than full time appointments and are looking forward to having their respective congregations be more self-sustaining.

The Commission will continue enforcing conference rules stating that churches must contribute 100% of their apportionments to be eligible for equitable compensation subsidies, and that churches generally don't receive equitable compensation subsidies for more than five consecutive years.

Some churches in our Conference are in declining or depressed locations and face lower membership, attendance, and income. Although the churches outside of equitable compensation are not under our jurisdiction, we keep a keen eye on them as churches that may possibly need financial help in the future.

Some of our churches have viable ministries within communities that struggle with geographical isolation, have unique demographic challenges, and/or provide significant outreach ministries. The Cabinet and Commission have designated several such churches as mission churches. These churches are reviewed annually to ensure that they still qualify for subsidies as mission churches. These mission churches are expected to continue to receive equitable compensation support as long as their ministries are considered fruitful and necessary in their locations. Accordingly, the Commission has broken down its annual budget into two categories – equitable compensation and mission church support. The Commission has worked with the Appointive Cabinet to develop an application form for use by both equitable compensation and mission churches in requesting subsidies for 2022.

Following is the breakdown of churches receiving equitable compensation/mission church support for their pastor for the year 2020:

North District

Boulder City UMC	\$8,000
Community UMC-Caliente **	\$8,000
Page Community UMC **	\$18,000
First UMC-Winslow	\$5,000
Holbrook UMC	\$5,000
Advent UMC-Las Vegas	\$15,000

South District

El Mesias UMC-Nogales **	\$6,000
First UMC-Bisbee **	\$3,333
First UMC-Eloy **	\$4,000
Menlo Park UMC-Tucson	\$5,000
Patagonia UMC	\$10,000
St. James UMC-Tucson	\$4,000
UMC of the Good Shepherd-Kearny	\$5,000
Community UMC-Bowie**	\$5,000

East District

Cross in the Desert UMC-Phoenix	\$5,000
The Bridge UMC-Phoenix	\$25,000

West District

Shepherd of the Valley UMC-Phoenix	\$12,000
Fort Yuma UMC **	\$6,700

** *designated as a mission church*

The Commission continues to monitor the churches under our care and prayerfully examines their needs as we work closely with the Cabinet. The recommendation for minimum clergy compensation for the year 2022 is presented as Commission on Equitable Compensation Recommendation 1. It reflects a 1.4% increase from the 2021 schedule. This recommended increase is based on consideration of many factors, including changes in the consumer price index, changes in average compensation for clergy in our conference, changes in compensation for lay employees of the conference, and available funds in the conference budget. We encourage your careful consideration and approval of this new minimum clergy compensation schedule.