

**Application for Minimum Salary Support
from
Commission on Equitable Compensation
July 1, 2021 through June 30, 2022**

This form must be submitted in full, yearly

**Forms due to your District Superintendent
no later than January 22, 2021.**

1. Name of Charge _____ District _____
Names of churches in charge and church number:
Church 1 _____ No. _____ Church 2 _____ No. _____
Church 3 _____ No. _____ Church 4 _____ No. _____

2. Pastor (as of 7/1/20) _____
Address _____
City _____ Zip _____
Phone: Church _____ Parsonage _____
Pastor's Email address: _____
Year appointed to this charge: _____
Total number of years in ministry _____

3. Does the pastor serve (*check those that apply*)
Full Time _____ 3/4 Time _____ 1/2 Time _____ 1/4 Time _____
What is the pastor's status?
In Full Connection in IAC _____ Date Entered Full Connection (month & year): _____
Not in Full Connection in IAC _____

4. Pastoral Base Compensation: ***Attach copy of Pastoral Support Report for 2021 (Form I).*** (The compensation must be at the minimum level for your pastor's years of service and status. (See Guidelines and Directions for Local Churches/Charges paragraph K)
Total base compensation (Line 1 on Pastoral Support Report) \$ _____

5. Number of consecutive years (must be off for 3 years to restart) that the church/charge has received Equitable Compensation support: _____

Which years have you received Equitable Compensation: (check all that apply)

16/17 _____ 17/18 _____ 18/19 _____ 19/20 _____ 20/21 _____

6. Amount of annual support requested: (Amount will be divided by 12 and paid on a monthly basis, if approved.) The amount must be 20% or less of each applying church's portion of the minimum salary. (See Guidelines and Directions for Local Churches/Charges paragraph G)

Total Amount Requested by the Church/Charge \$_____.

- a. Amount of annual support **provided** by each church:

Church 1 \$_____ Church 2 \$_____ Church 3 \$_____ Church 4 \$_____

- b. Total amount of annual support **provided from 6.a.:** \$_____

- c. Amount of annual support **requested** by each church:

Church 1 \$_____ Church 2 \$_____ Church 3 \$_____ Church 4 \$_____

(Note: The amount requested should be 20% or less of the amount provided for each church)

For answers to the following questions (7-16) please attach a separate sheet.

7. What factors contributed to your current financial situation?
8. What was the average giving per member for each church in 2020?
9. What was the average giving per worship attendance for each church in 2020?
10. What steps are you taking to improve your situation? What are your plans to revitalize your congregation? What plans are you developing to be financially able to meet the minimum pastoral salary without assistance from Equitable Compensation Fund? (Restricted to 5 years consecutive assistance) What goals for ministry were adopted for your congregation? (See Charge Conference Mission and Ministry Plan for 2021 Form) Be specific.
11. If you received Equitable Compensation funding last year, what has changed/what have you done differently? (What worked/what didn't work?)
12. What special programs in Stewardship are you using? What assistance in the area of Stewardship has the church/charge solicited and/or received from the District or Conference?
13. What plans are you implementing or developing for community outreach?

14. Provide information and explanation for each of the following. (The 10-year history as well as the statistical information needed below can be found at <https://www.iaumc.org/eqcomp>.)

- a. Each church's current 10-year Apportionment History. Provide explanation for less than full payment. (While receiving Equitable Compensation churches will demonstrate intentional movement toward full payment of apportionments.)
- b. Each church's membership for the previous 5 years.
- c. Each church's average worship attendance for the previous 5 years.
- d. Number of baptisms and professions of faith for each of the past 5 years.

15. Does the church have a trust, endowment or special fund? If so, list amounts, purpose and restrictions and whether they can be re-purposed.

16. Please list all sources of income from your district, conference, or other agencies.

Steps in Applying for Equitable Compensation:

- 1. *Only one application per charge is required.*
- 2. *Access Equitable Compensation application from the District Office or online at <http://www.iaumc.org/eqcomp>; click on 2021-22 Guidelines and Application forms.*
- 3. *Complete all questions on this form and attach the completed and signed 2021 Pastoral Support Report, each applying church's 2020 and 2021 budgets, each applying church's most recent Financial Audit Report, and Apportionment History Report.*
- 4. *The Finance Committee shall arrange with the District Superintendent a consultation with the Executive Committee of the District Connectional Ministries Council (DCMC) or District Parish Development Committee.*
- 5. *Secure the required signatures: PPR/SPRC Chairperson, Finance Chairperson, Pastor, and District Superintendent.*
- 6. *Send completed forms to your District Office. Emailed forms are acceptable.*

Church/Charge

PPR/SPRC Chairperson _____ Date _____

Finance Chairperson _____ Date _____

Pastor _____ Date _____

District Superintendent _____ Date _____

Please send to your District Office no later than January 22, 2021

Please include:

- _____ Application form **fully** completed and signed
- _____ Pastoral Support Report (Form I)
- _____ Current Financial Audit form for each applying church in charge
- _____ 2020 and 2021 budget for each applying church in charge
- _____ Apportionment History report

Incomplete applications will not be considered by the Commission on Equitable Compensation.

Instructions to District Office:

By **February 5, 2021**, please send completed applications as one PDF file to the Commission on Equitable Compensation Secretary, Kelly W. Peavey, at pastor@gsparish.us with the subject line Equitable Compensation.

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