

THE COMMISSION ON EQUITABLE COMPENSATION

Purpose:

The main purpose for the Commission on Equitable Compensation (CEC) is to make sure that full-time ministers in the South Carolina Conference are paid to meet the minimum wage, which the annual conference establishes each year upon recommendation by CEC.

Key Moments From the Previous Year:

As 2025 begins, we have much to be thankful for. We have adapted to the presence of COVID-19 and weathered difficult times together, but we continue to be mindful that ours is a God of abundance and joy. Though the effects of the pandemic and subsequent inflationary period are still resolving in South Carolina, we are hopeful that stability is returning, but we have not taken our eye off the ball. CEC has continued to work hard to ensure our clergy are sufficiently compensated for their time and effort. CEC ended 2024 with a slight deficit. Due to the demands of these transitional times, we anticipate an additional reduction in the surplus held in our operating fund by the end of the year and in several subsequent years.

This past year has led to new challenges for the CEC. In many ways, we have continued with business as usual, seeking to ensure that full-time ministers in South Carolina are paid to meet the minimum wage established by the annual conference; however, with the recent departure of a large group of churches from our annual conference, a new call to mission in our own back yard has been presented to us. CEC has sought to meet this new need with its available surplus resources by providing funds for new church starts and mission situations. Our existing operating surplus and reserves are sufficient to meet this need in the near-term. CEC will continue to prayerfully use the resources provided to support the mission of the church, making disciples of Jesus Christ, throughout the state of South Carolina.

There are no significant changes to our policy to report.

Objectives for 2025:

Foremost, to meet any challenges which 2025-2026 will bring for churches struggling to compensate their full-time ministers. Continue helping Congregational Development in providing ministry opportunities for this conference. Continue to have a working relationship with the cabinet and extended cabinet.

Actions Required by the 2025 Annual Conference:

As the recent bout of inflation begins to calm, the CEC is recommending a cost of living increase of 2.5% to our minimum salary in 2025: our aim with this increase is to continue to provide competitive minimum salaries as well as to ensure pastors can pay their bills after the large amount of inflation we saw from 2020-2023. This increase also recognizes that no increase was made in minimum salaries for 2021 and 2022. We have asked for a minimum of \$325,000 from the CF&A for 2026, which is the same amount as budgeted for 2025. We will strive to make the best use of whatever funds are provided by the conference.

If You Take Away Nothing Else From This Report, Know This:

The funds you provide allow ministry to happen in places where we would otherwise not be able to have a presence. CEC has always been, and will continue to be, good stewards with the money supplied by the conference. Your generosity has not been taken lightly by our committee. We are thankful for all that you have done so we can continue to make sure we take care of our pastors. With that being said, we ask that churches make sure your pastors take their designated time off. A rested minister will function better to promote the ministry God has in store for your church.

Respectfully Submitted:

Rev. Jon Hoin, Chair

jahoin@umcsc.org, 704-839-3953

Below are the members of CEC whom I would like to thank:

Anthony Hodge, Steven Brown, Beth Westbury, Rhett Haselden, Blondell Miller, Wayne Hester, Al Quarles, James Friday, Allen Nesmith, Jakayla McCollough, Howard Benjamin

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(Detail Report)

Report Number 1

A. The Mission and Changing Focus of the Conference Commission on Equitable Compensation

Historically, the CEC has served to support the full-time clergy in the charges of the South Carolina Annual Conference. Through the years, the CEC has been guided by the *United Methodist Book of Discipline*; the latest version states the following: "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 by: (a) recommending conference standards for pastoral support; (b) administering funds to be used in base compensation supplementation; and (c) providing counsel and advisory material on pastoral support to district superintendents and committees on pastor-parish relations; and (d) submitting an arrearage policy to be adopted by the annual conference." (The Book of Discipline, 2020/2024, Paragraph 624.2 at pg. 455) The CEC supports the overall ministry of the local church, especially in transitional situations.

B. Total Compensation for Clergy

1. The commission on equitable compensation reminds churches and charges that salary is only one portion of total compensation. Churches and charges are urged to consider dispersing compensation in ways that will assist clergy and their families to retain as great a portion of their income as is legally possible. Churches and charges are reminded to consider total compensation, not just salary, when thinking of clergy family needs. Likewise, clergy are reminded that they are supported in a variety of ways, and total compensation most often exceeds salary.
2. Churches and pastors are urged to keep informed of their income tax responsibilities and rights. Pastors are advised to seek qualified assistance in making decisions that will affect their income tax liabilities.

Report Number 2

A. Budget Request for 2026

The CEC requests that a line item apportionment of a minimum of \$325,000 be made to fund the CEC operational budget for 2026. These funds will be used for salary support for *base compensation supplements, renewed vitality situations, new church starts, special situations, cooperative parishes, mission situations, and Hispanic/Latino ministries* for clergy and situations who meet the criteria to receive funding.

B. Schedule of Total Minimum Compensation for Clergy Serving in the South Carolina Annual Conference.

1. In accordance with the mandate of the Book of Discipline, the CEC recommends that the South Carolina Annual Conference fix the following as its minimum base compensation scale, effective January 1, 2026 and continuing until changed by action of the annual conference.

FOR FULL TIME CLERGY APPOINTMENTS IN THE LOCAL CHURCH

	2025	2026
a. Members in Full Connection, Elders and Deacons	\$53,985	\$55,335
b. Provisional, Commissioned, Associate Members	\$49,076	\$50,303
c. Licensed Local Pastors	\$45,528	\$46,666

We are recommending a cost of living increase of 2.5% for the following reasons.

- a. The minimum salaries did not increase in 2021 or 2022, and they have not completely caught up with inflation since.
- b. The Social Security cost of living increases for 2022 and 2021 were 5.9% and 1.3%, respectively. In 2023, the Social Security cost of living increase was 8.7%. In 2024, the Social Security cost of living increase was 3.2%. For 2025, the Social Security cost of living increase has lowered to 2.5%
- c. We do not know what inflation will be in 2025 so we must project an increase that will help compensate for a further decrease in purchasing power.
- d. Based on the clergy population and salaries in 2024, the 2.5% increase would render only 6% of the clergy population at or below the proposed minimum salaries.
- e. The increase has a minimal impact on the variable costs of direct billing.

2. Full-time ordained deacons, in accordance with Paragraph 330 of The Book of Discipline 2020/2024, beginning at pg. 257, *shall be compensated by the local church not less than the minimum amount for an ordained elder of the annual conference.* (See Paragraph 331.6(b) of The Book of Discipline 2020/2024, pg. 264) *Deacons who are employed by the congregation, charge, or cooperative parish less than full time shall be compensated proportional to the percentage of time being served.* (Half time would receive not less than half the minimum salary.) Deacons not employed by a congregation, charge, cooperative ministry, or who are appointed under Paragraph 331.2(d) are not affected.

3. Longevity Increases

A clergy person, who has completed 5 or more year's full time service in the United Methodist Church, shall receive in addition to the minimum base, a supplement of \$175.00 per year of service for up to 10 years of service. (In practical terms, this increase would not be applied until the fiscal year following the completed annual conference year. In other words, the first increase would not be applied until the January after the Annual Conference at which the clergy person completes their fifth year.)

Example:

- Year 6 Minimum base compensation plus \$ 875.00
- Year 7 Minimum base compensation plus \$1050.00
- Year 8 Minimum base compensation plus \$1225.00
- Year 9 Minimum base compensation plus \$1400.00
- Year 10 Minimum base compensation plus \$1575.00
- Year 11+ Minimum base compensation plus \$1750.00

C. Housing Allowances

The Commission recommends that all money given to the pastor for housing by the charge he/she serves be considered income if the pastor is not a resident in close proximity to the charge which he/she serves.

D. Cross Racial Appointments

If the Bishop and Cabinet, in making a cross-racial appointment, find it necessary to request an equitable compensation supplement, special consideration will be given on an individual basis.

E. Utilities Allowance

The Commission requests that the South Carolina Annual Conference designate 15% (or estimate of actual expenses as requested by recipient) of base compensation assistance funded by this Commission as parsonage utilities allowance. This request is made to satisfy the requirements of the Internal Revenue Service. Under IRS Guidelines, this money may be used for household expenses including mortgage or rent payments.

F. Investment of Reserve Fund

The Commission on Equitable Compensation recommends that all funds held in reserve be invested and the interest reinvested or used in the Commission's operating account depending on the needs at the time. In accordance with guidelines established with CF&A in 2013 and presented to the 2013 Annual Conference, the floor of the reserve is to be set at \$300,000 in order to meet general projection shortfalls, to allow for the unanticipated start of a new church or missional situation, or to deal with an unexpected disaster. The reserve fund shall be invested with the aim of preserving the principal investment, targeting its growth rate to meet or exceed inflation over a given ten year period.

G. Interpretation

The commission recommends that an interpretation of its task and policy procedures be given as a part of the District Pastor/Staff Parish Relations Committee Workshops. It is further recommended that this interpretation be done by a member of the Commission upon invitation by the District Superintendent.

H. Compensation Guidance

The Commission recommends that District Superintendents assist churches and charges in setting appropriate compensation and work load packages in accordance with Paragraph 419.4 419.6 of The Book of Discipline 2020/2024 (pg. 352)

I. Reimbursement for Travel and Professional Expenses

1. The Commission recommends that each church set up a reimbursement account for travel and professional expenses incurred by the pastor in performing pastoral duties. Reimbursement for non-commuting church-related travel shall be at the IRS rate in effect at the time of travel. The pastor(s) shall submit a voucher and a log each month for reimbursement. For reimbursement for actual professional expenses (books, subscriptions, periodicals, etc.) the pastor(s) shall submit a voucher with supporting documentation for reimbursement. Remember that failure to submit the proper documentation means the reimbursement funds received becomes taxable income. The amount set by the charge as reimbursement for travel and professional expenses should be determined after consultation with the pastor(s) (and the District Superintendent, if desired or needed) by the Pastor/Staff-Parish Relations Committee. Each charge should annually evaluate the local needs and expectations of its pastors and set an amount for reimbursement accordingly. Also, the procedures for reimbursement should be clearly stated.
2. The Commission recommends that the reimbursement for travel and professional expenses be a part of the administrative cost of each local church and not considered or reported as part of the pastor's compensation.

J. Continuing Education

Each charge shall place in its budget an amount of \$750 or more per year to be used by the pastor as a continuing education fund. If the full amount is not used in a given year, the unused portion may be carried forward from year to year during the tenure of a pastor, not to exceed a total amounting to three year's continuing education allowance inclusive of the current year's amount.

K. Vacation Policy

The Commission reminds churches and ministers that vacation time, plus time for renewal and reflection, are an expected part of compensation. Time away is necessary for personal, spiritual, and family health. It is recommended that all full-time clergy and diaconal ministers be granted, at a minimum, annual vacation and days of renewal according to the following schedule:

Total Years of Service Number of Weeks

- Less than 5 years a minimum of 2 (including Sundays)
- 5 years - 10 years a minimum of 3 (including Sundays)
- More than 10 years a minimum of 4 (including Sundays)

1 In addition to the above, it is recommended that the minister, regardless of years of service, be granted one
2 day of retreat a month for prayer and reflection. Also, it is expected that the minister will have at least one
3 day off a week. "Years of Service" reflects the number of years under appointment in the ministry of the
4 United Methodist Church, and not the number of years of service on a given charge. "Vacation" is meant as
5 freedom from any responsibility in the local church or charge, district, conference area, jurisdiction, or
6 general conference. Vacation should be a time of rest, recreation, and renewal. It should not be interpreted
7 to mean time the pastor works at a church camp, is on a mission trip, or at a meeting of a general
8 board/agency of the conference/district. Time away from the charge for annual conference and continuing
9 education events shall not be considered vacation time. The charge shall make available as necessary the
10 funds for pulpit supply while the pastor is on vacation. It is asked that the Lay Member to the Annual
11 Conference communicate this information to the Pastor/Staff Parish Relations Committee and to the local
12 church.

13 **L. Arrearages**

14 An arrearage occurs when full payment of a regularly scheduled payroll, accountable reimbursement, or
15 housing allowance installment is not made to the appropriate pastor. The current procedure for handling an
16 arrearage is outlined in detail at the conclusion of the Commission on Equitable Compensation's report in the
17 2013 Journal. The Arrearage Policy is also available on the conference website, www.umcsc.org.

18 **M. CEC Grants**

19 Salary supplementation grants are disbursed by the CEC using the processes and categories described in
20 report 3. All supplements are disbursed utilizing the CEC's annual operational budget and/or reserve funds if
21 the need arises (as outlined in point F. of this report).

22 **Report 3**

23 **A. Applying for a CEC Grant**

24 1. The District Superintendent shall request the supplementation assistance required by each charge twice
25 each year (by May 15 for the July through December compensation assistance period and by December 15
26 for the January through June compensation assistance period); these requests must be approved by the
27 Commission before payment can be made. This request from the District Superintendent shall be
28 accompanied by an application form provided by the Commission and completed by the pastor, the pastor-
29 parish relations committee, and the District Superintendent indicating income from all sources. Grants shall
30 be made based on fiscal years (January to December).

31 2. Application Procedure

32 CEC requests the following for initial grant consideration:

- 33 a. An application form that includes information about the nature of the grant, the reason for the grant
34 request, percentages to be paid to the various churches involved, the email of the pastor, contact
35 information of the church/charge treasurer (name, address, phone number, email) and other
36 information as designated by the CEC Chairperson.
- 37 b. The above application form is to be presented and approved in accordance with Cabinet policy and
38 then forwarded to the CEC Chairperson by the appropriate District Superintendent.
- 39 c. At the discretion of the CEC Chairperson or request by a member of the CEC Executive Committee,
40 further financial information may be required including, but not limited to: church budgets, bank
41 statements, audit forms, treasurer's reports, etc. Failure to produce the required documents would
42 be cause for non-approval of the grant.

3. Ineligibility

The Commission on Equitable Compensation recommends that the following not be eligible for Equitable Compensation support:

- Retired supply pastors
- Part-time local pastors
- Pastors on leave of absence except as provided in Standing Rule 99
- Special appointment categories within the itinerancy of the United Methodist Church as defined in Paragraph 344.1 a, b, c of The Book of Discipline 2020/2024 (pg. 282-284).
- Deacons as defined in Paragraphs 329 and 330 of The Book of Discipline 2020/2024 (pg. 257) (except as appointed with regard to Report 2.B.1-2. and Paragraph 624.4 of The Book of Discipline 2020/2024, pg. 456).

B. Disbursement of Supplements

All compensation supplements from the CEC shall be paid to the local church involved for disbursement to the pastor or clergyperson, and shall be disbursed monthly. In the case of new mission situations or churches, monies will be disbursed directly to the pastor (as a Conference employee) until there is a church treasurer. Equitable compensation funds will not be used for moving expenses, businesses expenses, or church administration. For charges receiving CEC supplements, changes to the total compensation may be made for longevity (see Report 2.B.3. Longevity Increases above), changes in clergy status, and to reflect changes in minimum base compensation as approved by the Annual Conference. The CEC's maximum salary supplement will be 100% of the minimum salary for the clergy status and applicable longevity increases multiplied by the percentage of support scheduled for that year. The churches on the charge are encouraged to contribute additional monies to the pastor's compensation, but the total salary paid may not exceed 150% of the applicable minimum.

C. Grant Guidelines and Schedules

1. Base Compensation Assistance (BCA)

BCA supplements are designed to help local churches achieve the total minimum compensation for full time clergy. Grants shall be made based on fiscal years (January to December), and unless otherwise designated, shall decrease 25% annually. For grants beginning in July, 100% of the approved amount will be provided for the first eighteen (18) months and will decrease 25% annually thereafter.

2. New Church Starts

a. Salary supplementation for new church starts shall be as follows:

- Year 1 and 2: The Commission on Equitable Compensation will pay the minimum base compensation according to the minister's category and half of the payment of the direct billing for pensions and health benefits. (New church starts that begin in July will receive 100% funding for the first two and a half years.)
- Year 3: Support from Equitable Compensation will not exceed 67% of the minimum base compensation amount. The Commission will pay half of the payment of the direct billing for pensions and health benefits.
- Year 4: Support from Equitable Compensation will not exceed 33% of the minimum base compensation amount. The Commission will pay half of the payment of the direct billing for pensions and health benefits.
- Year 5: Support from Equitable Compensation will cease for both the base compensation supplement and for payment of the direct billing for pensions and health benefits.

b. New Church Travel: Upon request and appropriate documentation, the Commission on Equitable Compensation will provide travel allowance for new church pastors at the following rates:

First year and a half: up to \$4,000.00 annually
Second full year: up to \$3,000.00 annually
Third full year: up to \$2,000.00 annually
Fourth full year: up to \$1,000.00 annually

3. Renewed Vitality Situations (RVS)

RVS are those places that the Conference Committee on Congregational Development has evaluated and determined that short term assistance would possibly greatly enhance the effective ministry taking place. RVS grants would be for a maximum of 2 years and subject to the criteria proposed and adopted by the Conference Committee on Congregational Development. Failure to meet said criteria will result in termination of the grant. Grants will consist of: Up to minimum compensation (as described in Report 2.B.1. above) and up to one-half the appropriate Direct Billing.

4. Mission Situations

a. Mission situations are new and existing churches in transitional circumstances that are in areas that demand an effective ministry but are incapable of providing such ministry without equitable compensation assistance. Mission situations may also include intentional ministry to persons of low income.

b. Eligibility to be eligible for equitable compensation assistance in mission situations the following procedures must be followed:

- The District Board for Congregational Development shall be the authorizing body to project a transitional situation. The District Board for Congregational Development in consultation with the District Superintendent will refer this to the Conference Committee on Congregational Development for verification as a transitional situation.
- The potential new mission situation will then be referred to the Cabinet for approval. The Cabinet will strive to inform the CEC of potential new mission situations one year ahead of the time the appointment is to start. The CEC will budget for new mission situations after Cabinet approval.
- At the time of appointment, the Cabinet will then designate a pastor or clergy person and request an appropriate base compensation for that particular mission situation.
- In all cases where a new mission situation is to be launched, the District Superintendent shall notify the CEC by December 15th preceding the Annual Conference at which an appointment is to be made providing, at that time, the projected base compensation cost to be incurred in July.

Note 1. The local church's share of this base compensation schedule shall take into consideration all sources of income from the local church or from any other source. In all cases where a mission situation is attached to an existing charge, these become charge figures.

Note 2. The District Superintendent may apply to the Commission for a compensation that is more in keeping with the amount received by this pastor in his or her previous appointment.

c. Continuation of Supplements and Annual Evaluation- If the ministry being served is unable to meet the schedule below for two years in a row, support from Equitable Compensation will cease after the next year following. An evaluation shall be done annually on each mission situation. The Conference Director of Congregational Development shall provide a report of this evaluation to the Commission on Equitable Compensation by January 1st.

d. Payment of Direct Billing Costs for Pensions and Health Benefits in Mission Situations Only- The CEC will pay only the direct billing costs of persons in mission situations according to the compensation schedules listed below. The Commission will send its proportional share directly to the conference office of Pensions and Health Benefits.

e. Compensation Schedules for Mission Situations- Equitable Compensation assistance in mission situations will be provided for a pastor or clergy person, when requested by the Cabinet, over a ten and a half year period decreasing as follows:

First Year and a Half: The amount of Equitable Compensation support will be according to the pastor's category. If the sole salary paying unit in this mission situation is the Commission of Equitable Compensation, it will pay 100% of the clergyperson's direct bill for pensions and health benefits. If there are other funding sources included, the grant schedule will remain the same, decreasing from the original grant amount.

After One and a Half Years: Support from Equitable Compensation will decrease by 5% for both the base compensation supplement and for payment of the direct billing for pensions and health benefits.

After Two and Half Years: Support from Equitable Compensation will decrease by another 5% for both the base compensation supplement and for payment of the direct billing for pensions and health benefits.

After Three and a Half Years: Support from Equitable Compensation will decrease by another 5% for both the base compensation supplement and for payment of the direct billing for pensions and health benefits.

After Four and a Half Years: Support from Equitable Compensation will decrease by another 10% for both the base compensation supplement and for payment of the direct billing for pensions and health benefits.

After Five and a Half Years: Support from Equitable Compensation will decrease by another 10% for both the base compensation supplement and for payment of the direct billing for pensions and health benefits.

After Six and a Half Years: Support from Equitable Compensation will decrease by another 10% for both the base compensation supplement and for payment of the direct billing for pensions and health benefits.

After Seven and a Half Years: Support from Equitable Compensation will decrease by another 10% for both the base compensation supplement and for payment of the direct billing for pensions and health benefits.

After Eight and a Half Years: Support from Equitable Compensation will decrease by another 15% for both the base compensation supplement and for payment of the direct billing for pensions and health benefits.

After Nine and a Half Years: Support from Equitable Compensation will decrease by another 15% for both the base compensation supplement and for payment of the direct billing for pensions and health benefits.

After Ten and a Half Years: Support from Equitable Compensation will cease for both the base compensation supplement and for payment of the direct billing for pensions and health benefits.

Travel for persons in mission situations will be provided by the District(s) in which the ministry is located.

5. Ministry With Hispanic/Latino People

a. The Commission on Equitable Compensation will operate in light of the Annual Conference's decision to make ministry with the Hispanic/Latino population a priority. Support for clergy working in ministry with Hispanic/Latino people shall be made in accordance with the Schedule for Mission Situations (Report 3.C.4.e.). CEC recognizes that adjustments may be necessary on a case by case basis. The District Superintendent, after consultation with the Cabinet and the Conference Hispanic Committee may request adjustments in the following areas:

1 An extension of the initial time period from 1-1/2 years up to 2-1/2 years in which Equitable
2 Compensation shall pay 100% of the clergy person's salary and direct bill for pensions and health
3 benefits. In no case shall this period extend beyond 2-1/2 years. After the extension expires, support
4 will decrease as follows:

5 After Two and a Half Years: Support from Equitable Compensation will decrease by 5% for both the base
6 compensation supplement and for payment of the direct billing for pensions and health benefits.

7 After Three and Half Years: Support from Equitable compensation will decrease by another 5% for both
8 the base compensation supplement and for payment of the direct billing for pensions and health
9 benefits.

10 After Four and a Half Years: Support from Equitable Compensation will decrease by another 5% for both
11 the base compensation supplement and for payment of the direct billing for pensions and health
12 benefits.

13 After Five and a Half Years: Support from Equitable Compensation will decrease by another 10% for
14 both the base compensation supplement and for payment of the direct billing for pensions and health
15 benefits.

16 After Six and a Half Years: Support from Equitable Compensation will decrease by another 10% for both
17 the base compensation supplement and for payment of the direct billing for pensions and health
18 benefits.

19 After Seven and a Half Years: Support from Equitable Compensation will decrease by another 10% for
20 both the base compensation supplement and for payment of the direct billing for pensions and health
21 benefits.

22 After Eight and a Half Years: Support from Equitable Compensation will decrease by another 10% for
23 both the base compensation supplement and for payment of the direct billing for pensions and health
24 benefits.

25 After Nine and a Half Years: Support from Equitable Compensation will decrease by another 15% for
26 both the base compensation supplement and for payment of the direct billing for pensions and health
27 benefits.

28 After Ten and a Half Years: Support from Equitable Compensation will decrease by another 15% for both
29 the base compensation supplement and for payment of the direct billing for pensions and health
30 benefits.

31 After Eleven and a Half Years: Support from Equitable Compensation will cease for both the base
32 compensation supplement and for payment of the direct billing for pensions and health benefits.

- 33 • A salary supplement for clergy living in areas where the cost of living is high. The maximum yearly
34 supplement shall be \$2,400.
- 35 • Assistance with travel expenses. In limited circumstances, Equitable Compensation shall provide up to a
36 yearly maximum of \$4,000 to supplement the support provided by the district. When assistance with travel
37 expenses is requested, the District Superintendent shall certify that the district will spend at least \$15,000
38 in the current year to provide housing and travel for the clergyperson.
- 39 • A salary supplement for experience in ministry with Hispanic/Latino people. This supplement will be in
40 addition to any experience merit that a clergyperson receives on the basis of the policy set forth in Report
41 2.B.3. A clergy person who has served 5 or more years full time service in United Methodist ministry with
42 Hispanic/Latino people shall receive a supplement of \$175.00 per year of service for up to fourteen years of
43 service.

Example:

Year 6: \$875 in addition to Equitable Compensation base and experience merit
Year 7: \$1,050 in addition to Equitable Compensation base and experience merit
Year 8: \$1,225 in addition to Equitable Compensation base and experience merit
Year 9: \$1,400 in addition to Equitable Compensation base and experience merit
Year 10: \$1,575 in addition to Equitable Compensation base and experience merit
Year 11: \$1,750 in addition to Equitable Compensation base and experience merit
Year 12: \$1,925 in addition to Equitable Compensation base and experience merit
Year 13: \$2,100 in addition to Equitable Compensation base and experience merit
Year 14: \$2,275 in addition to Equitable Compensation base and experience merit
Year 15+: \$2,450 in addition to Equitable Compensation base and experience merit

All requests for adjustments shall be made in writing. Requests must be approved by the Commission before payment can be made.

6. Special Grants

Occasionally, unforeseen circumstances, both crises and opportunities, arise in which a church or churches would benefit from a short term grant from the CEC. The commission reserves the right to make grants outside of the parameters of the grants outlined above and below, so long as those Special Grants would be consistent with the mission of the CEC and do not exceed a period of 12 months. Special Grants may be issued up to the maximum applicable base compensation without direct billing. Prior to issuing the grant, the CEC will ask for a comprehensive rationale in writing to substantiate the need for a Special Grant.

7. Cooperative Parish Ministries

The initial directors or coordinators of a cooperative parish ministry, which has been approved by the Board of Global Ministries, and application made by the District Superintendent to the commission by January 1st preceding the appointment in June of the same year, may be eligible for funds not to exceed \$7,000.00. No pastor shall be eligible to receive funds unless the charge they serve agrees in writing to release them for these added duties. Assistance will be provided over a 4-1/2 year period and will decrease by 25% each year after the first year and a half.

Report 4

Grant Category	2021		2022		2023		2024	
	No.	Amount	No.	Amount	No.	Amount	No.	Amount
New Church	4	110,797	2	71,159	4	151,873	4	192,426
BCA	7	91,923	6	93,407	4	40,807	4	40,403
Special	4	40,084	5	78,210	4	78,100	1	10,000
Low Income	0	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0	0
Cooperative Parish	0	0	0	0	0	0	0	0
Mission	1	19,250	2	60,542	2	55,175	4	153,405

RVS	1	34,917	1	34,917	0	0	0	0
Direct Billing Costs		46,652		60,108		72,246		71,792
Total		296,971	16	398,343	14	398,201		468,026

1 Categories of Pastors Receiving Support:

	December 2021	December 2022	December 2023	December 2024
Full Members	10	8	7	8
Provisional Members	2	2	2	2
Associate Members	0	0	0	0
Local Pastors (Full Time)	2	4	2	1
Other	3	2	3	2
Totals	17	16	14	13

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3 Respectfully Submitted:

Jon Hoin, Chair