



**United Methodist Insurance Program**

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# QUADRENNIAL TRAINING 2025

## Commission on Equitable Compensation

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# Commission on Equitable Compensation



W e l c o m e ! ! !

Who are you? Clergy? Laity? Church?

What is your Annual Conference? Role with CEC?

What is the role of CEC in your Annual Conference?

What do you enjoy about the role of CEC in your AC?

What are your frustrations? Questions?

# Basic Responsibilities



- 1) Recommend to the Annual Conference standards for pastoral support (minimum salaries, as well as other support)
- 2) Determine funds needed to supplement base compensation
- 3) Administer those funds

# Basic Responsibilities



- 4) Provide support and information at the conference level, district level, and local level, hopefully, to keep churches from needing CEC support
- 5) Develop an arrearage policy
- 6) To ensure, in accordance with *BOD 2020/2024* and conference rules, all eligible clergy receive *NO LESS THAN MINIMUM BASE COMPENSATION*.

2020/2024 BOD ¶ 624

# Basic Responsibilities

2020/2024 BOD ¶ 624.2

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. The commission on equitable compensation shall meet at least twice a year for the purpose of:
- (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; (d) submitting an arrearage policy to be adopted by the annual conference; and (e) recommending the amount needed to fund the Equitable Compensation Fund as described and secured in 614.1e and 624.7.

# Basic Responsibilities



2020/2024 BOD ¶ 624.2

Questions????

# Basic Responsibilities

2020/2024 BOD ¶ 624.2

Should the Commission on Equitable Compensation play any “policing” role? For example, should we follow up at year-end and obtain a copy of the Certification showing that the pastor actually received his/her full pay?



# Basic Responsibilities

2020/2024 BOD ¶ 624.2

It would be helpful to have some ideas for helping churches improve their audit reports. In the short time that I've been on the Eq. Comp. committee, I'm surprised at how many audits are poorly done.

# Basic Responsibilities



2020/2024 BOD ¶ 624.2

<https://www.gcfa.org/resource/local-church-audit-guide>

# Basic Responsibilities

2020/2024 BOD ¶ 624.2

In our context, those churches on ECC tend to fall into two camps....those churches which are considered "missional" and those who have fallen on hard times. Two of the things we struggle with are 1) how to best help those who struggle and 2) what criteria to use to help determine when the churches are not making progress with ECC assistance and have become reliant on that assistance.

Any discussion concerning best practices would be appreciated.

# Basic Responsibilities

2020/2024 BOD ¶ 213


¶ 213. *A Process for Assessment of Local Church Potential* — Since every congregation is located in a community in some type of transition, every local church is encouraged to study their congregation's potential. ...

<https://www.umcsc.org/forward/>

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# FORWARD FOCUS



Forward Focus is a process that helps local United Methodist churches and charges study their past, present and future potential for ministry to make disciples of Jesus Christ for the transformation of the world.

### Forward Focus is designed to:

- Encourage churches to regularly study themselves, their communities.
- Create an ongoing conversation with the congregation to ensure their input.
- Lead to reflection on the ministry potential and vitality of the local church.
- Increase the ministry capacity of the local church for years to come.

### Forward Focus Materials

Participant's Guide	Process Checklist
Covenant Agreement	Participating Church Profile
Evaluation Tool (printable)	Evaluation Tool (fillable)
PowerPoint Presentation	Forward Focus Flyer

### Testimonials From Forward Focus Churches

# Basic Responsibilities

2020/2024 BOD ¶ 624.2

In anticipation of our time together, could you provide a few workable models for:

1. Merit increase for exceptional service?
2. Model of increases for length of service?

# Basic Responsibilities



2020/2024 BOD ¶ 624.2

What does your CEC struggle with?

CEC transitions

# Basic Responsibilities



2020/2024 BOD ¶ 624.2

Questions???





# Jeremy Howell



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