

**WEST MICHIGAN ANNUAL CONFERENCE**  
**COMMISSION ON EQUITABLE COMPENSATION**

**Equitable Compensation Application for 2012**

**Instructions**

1. Advance consultation and signature of the District Superintendent is **required**. If needed, we also encourage advance conversation with the Chair of the Commission on Equitable Compensation(CEC), particularly with regard to any questions related to completion of the application.
2. **Deadline for application is October 5th**. In order to meet the deadline, complete all pages of this application, obtain signatures, make FIVE copies, and as soon as possible disburse the completed applications as follows:

**Mail 1 copy** to the Chair of the Commission on Equitable Compensation:  
Pastor Nancy J. Patera, 6256 Sunset Beach, Lake Odessa, MI 48849

**Mail 1 copy to your District Superintendent**, who will add his/her comments and forward them to the Commission. It is strongly advised that you get the application to your District Superintendent as early as possible.

Give **1 copy** each to the Pastor, the Chair of the S/PPR Committee, and the Financial Secretary or Treasurer of your local church.

3. Incomplete information, or late applications, may result in a denial of support. It is the responsibility of the local church to ensure that all information requested is provided and received by the stated deadline.
4. In applying for Equitable Compensation support, keep in mind that the primary purpose of the Commission on Equitable Compensation is to support churches needing help to meet the minimum compensation required by the Annual Conference. Minimum salaries for various ministry categories are included with Charge/Church Conference paperwork sent to every S/PPR Committee.

If you have any questions, or need help completing the application, please contact the Chair of the Commission on Equitable Compensation:

Pastor Nancy J. Patera  
6256 Sunset Beach, Lake Odessa, MI 48849  
(616) 902-6973    nancypatera@mac.com

**WEST MICHIGAN ANNUAL CONFERENCE**  
**COMMISSION ON EQUITABLE COMPENSATION**

Equitable Compensation Application for January - December, 2012  
OR  
The months of \_\_\_\_\_ through \_\_\_\_\_, 2012.

District \_\_\_\_\_ Church \_\_\_\_\_

Pastor \_\_\_\_\_

Conference Relationship \_\_\_\_\_ Appointment Status \_\_\_\_\_  
(Elder, Associate, Probationer, or Local Pastor) (1/4, 1/2, 3/4, or Full Time)

**A. We request \$ \_\_\_\_\_ for support of Pastoral Salary.**

**Note:** If you are in a Charge setting, and share pastoral compensation with another church, or churches, please indicate the total cash compensation for the charge as a whole, and for the individual church listed on this application. If multiple churches in a charge are applying for salary support, each must complete their own application.

\$ \_\_\_\_\_ total salary to be paid by Church completing application.

\$ \_\_\_\_\_ total salary to be paid by the Charge, if applicable.

**B. We request \$ \_\_\_\_\_ support for Pension. (CRSP and CPP)**

If needed, you may also request additional funding to support pension obligations related to the salary request in "A." This assumes that the pastor qualifies for CRSP/ CPP. To figure the maximum amount of pension support you may request, multiply the amount in "A" by .1875 (18.75%) For example a \$5,000 request would result in a \$937.50 maximum pension request.

**C. We request \$ \_\_\_\_\_ support for Housing.**

**Note:** By Conference policy, only Native American churches may request financial support for Housing.

**D. We request \$ \_\_\_\_\_ support for Health Insurance.**

**Note:** By Conference policy, only Native American churches may request financial support for Health Insurance.

E. Total Request of Equitable Compensation (A+B+C+D) \$ \_\_\_\_\_

Additional Information to Accompany Request

1. Average YTD Worship Attendance \_\_\_\_\_ Church membership \_\_\_\_\_

2. List all sources and amounts hoped to be received for the church's 2012 budget:

Local church contributions \$ \_\_\_\_\_

Fund Raising Projects \$ \_\_\_\_\_

Equitable Compensation \$ \_\_\_\_\_

All Others Sources \$ \_\_\_\_\_

Total ALL income sources: \$ \_\_\_\_\_

3. If included in "All Other Sources" of income above, please indicate funding expected from:

District Board of Missions \$ \_\_\_\_\_

RELC \$ \_\_\_\_\_

Conf. Board of Global Ministries \$ \_\_\_\_\_

General Board of Global Missions \$ \_\_\_\_\_

4. List all years you have received Equitable Compensation support and the total grant amount received for all areas (Salary, Pension, Housing, & Health Insurance).

Year \_\_\_\_\_ Total Grant \$ \_\_\_\_\_ Year \_\_\_\_\_ Total Grant \$ \_\_\_\_\_

Year \_\_\_\_\_ Total Grant \$ \_\_\_\_\_ Year \_\_\_\_\_ Total Grant \$ \_\_\_\_\_

Year \_\_\_\_\_ Total Grant \$ \_\_\_\_\_ Year \_\_\_\_\_ Total Grant \$ \_\_\_\_\_

5. It is expected that congregations/charges will have a plan for growth to become self-supporting, and that assistance from Equitable Compensation will be needed for no more than 5 years. **Please respond to either A or B:**

A. We intend to stop receiving Equitable Compensation support by:

\_\_\_\_\_

(month/year)

B. \_\_\_\_\_ In the foreseeable future we expect to continue to need the support of the Commission on Equitable Compensation for our congregation/ charge.

Comments:

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**Answers to the following questions will help the Commission to understand your specific church/ministry setting. If needed you may attach additional sheets.**

6. Describe your current Stewardship Campaign/Pledge plans for financial support of your congregation's 2012 budget. If indicating "NONE," please explain. It is also requested that you discuss any lack of specific stewardship plans with your D.S.

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7. Please indicate the percentage of Ministry Shares that will be paid this year, as well as the percent paid in the prior two years:

2011 - \_\_\_\_\_%    2010 - \_\_\_\_\_%    2009 - \_\_\_\_\_%  
(Projected)                      (Actual)                      (Actual)

What is the amount of your 2012 Ministry Shares? \_\_\_\_\_

Does the congregation plan to pay 100% of Ministry Shares in 2012?  
\_\_\_\_\_ (Yes/No)

If NO, what percentage do you plan to pay? \_\_\_\_\_ %

Does the congregation understand that the budget for Equitable

Compensation is only possible because of the faithful payment of Ministry Shares of all congregations of the Annual Conference?

Yes \_\_\_\_\_ No \_\_\_\_\_

If less than 75% of Ministry Shares have been paid in this or any recent years, please comment:

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8. List any additional paid staff (other than the pastor) with approximate annual wages.

Position \_\_\_\_\_ \$ \_\_\_\_\_ Position \_\_\_\_\_ \$ \_\_\_\_\_

Position \_\_\_\_\_ \$ \_\_\_\_\_ Position \_\_\_\_\_ \$ \_\_\_\_\_

9. Is there any other information that would help the Commission to understand your ministry and offer some rationale supporting your request for support?

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You are welcome to attach additional sheets as necessary.

10. Please include both a Year to Date Treasurer's Report for 2011, and the final 2010 Treasurer's Report. Send copies to both the D.S. and CEC Chair.

\_\_\_\_(Y/N) YTD & 2010 Treasurer's Report are included for D.S. to mail to CEC Chair.

Signatures:

S/PPRC Chair \_\_\_\_\_ Date \_\_\_\_\_

Pastor \_\_\_\_\_ Date \_\_\_\_\_

Church Council Chair \_\_\_\_\_ Date \_\_\_\_\_

Treasurer or Finance Chair \_\_\_\_\_ Date \_\_\_\_\_

As indicated, once the application is completed, please:

**Mail 1 copy** to the Chair of the Commission on Equitable Compensation:  
Pastor Nancy J. Patera, 6256 Sunset Beach, Lake Odessa, MI 48849

**Mail 1 copy to your District Superintendent**, who will add his/her comments and forward them to the Commission. Please complete the top portion of the D.S. comment page that follows before sending the completed application to the District Office. It is strongly advised that you get the application to your District Superintendent as early as possible.

**Keep additional copies** as needed for the Pastor, Chair of S/PPRC Committee, Financial Secretary and/or Treasurer

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YES \_\_\_\_\_ NO \_\_\_\_\_

D.S. Signature \_\_\_\_\_ Date \_\_\_\_\_