Equitable Compensation Expectations for Applying Churches

We have presented a six-year plan for a church to go from 80% of minimum salary, no direct bill, and paying only 50% of apportionments to fully self-sustaining. Each year is to be a step in a process, a different "level" on the journey to becoming self-sustaining. If a church enters the process paying higher than 80% of minimum salary, they would begin the process at a level comparable to their current status and must make advancement to the next level the next year. The Commission would decide which level the church will enter if the church is paying more than 80% min. salary but could not afford direct billing and/or apportionments. Establishing these benchmarks would allow the Commission to hold congregations accountable to grow, and help the Cabinet to see whether churches are making progress toward becoming self-sustaining when making decisions about appointments. The six-year, seven-level process will allow congregations that really have the potential and desire to become self-sustaining to do so under consistent leadership. Professions of faith, increase in worship attendance, etc. will not be guidelines in determining whether a church receives Equitable Comp. The churches will be held accountable strictly according to their ability to take on more financial responsibility. The figures below are based on the 2019 minimum salary of $38,000 and the clergy person is living in a parsonage.

L1. Initial Approval – 50% of apportionments, 80% minimum salary **$30,400**

This allows some grace for churches, and particularly the Cabinet that may be in a bind to appoint a pastor and cannot put him/her in a place that is financially self-sustaining. To be more lenient on those we accept on the front end may allow us to be more stringent as they apply for consecutive years. It also establishes a track record of sticking to our requirements, which sets an important precedent.

L2. After Year 1 – 100% Apportionments, 85% minimum salary **$32,300**
from Year 1 to Year 2, a step up of $1,900 + 50% apportionments

L3. After Year 2 – 100% Apportionments, 90% minimum salary **$34,200**
from Year 2 to Year 3, a step up of $1,900

L4. After Year 3 – 100% Apportionments, 90% min. salary, direct bill for DC (8%) **$34,200 + $3,800**
from Year 3 to Year 4, a step up of $3,800

L5. After Yr 4 – 100% Apportionments, 95% min. salary, full pension dir. bill (14%) **$36,100 + $6,550**
from Year 4 to Year 5, a step up of $4,650

L6. After Year 5 – 100% Apportionments, 100% salary (health direct bill withheld) **$38,000 + $6,550**
from Yr 5 to Yr 6, a step up of $1,900 (must save approx. $5,250 for half of health bill coming next yr)

L7. After Year 6 – Fully self-sustaining **$37,200 + $6,510 + $10,500**
After Year 6, a step up of $10,500