

**THE UNITED METHODIST CHURCH  
SOUTH GEORGIA CONFERENCE  
COMMISSION ON EQUITABLE COMPENSATION**

**APPLICATION FOR EQUITABLE SALARY COMPENSATION**

Please refer to recommendations adopted at 2023 Annual Conference for qualifying requirements and procedures for application. Applications must be sent to the Commission Chairman and to the Administrative Services Office no later than December 1, 2023. No checks will be issued until the Commission approves the application. Incomplete applications will be returned. Current policies may be found in the Conference Journal, or contact either your District Superintendent's Office or the Administrative Services Office at 478-738-0048.

Mail to: UPDATE Chairman

Mail to: South Georgia Administrative Service office  
P. O. Box 7227                      Fax: 478-738-9768  
Macon, GA 31209

Pastor \_\_\_\_\_  
Address \_\_\_\_\_  
                    Street or P.O. Box #                      District \_\_\_\_\_                      Name Of Charge/Charge \_\_\_\_\_

Date of Application \_\_\_\_\_                      City \_\_\_\_\_                      State \_\_\_\_\_                      Zip Code \_\_\_\_\_                      Telephone \_\_\_\_\_

                    \_\_\_\_\_                      Pastor's Conference Status \_\_\_\_\_ (Only full-time pastors may apply)

**A complete application includes the following items:**

**1. APPORTIONMENT INFORMATION (WILL BE SUPPLIED BY ADMINISTRATIVE SERVICES OFFICE)**

**2. FINANCIAL INFORMATION:**                      2023                      2024  
Local Church Budget                      \$ \_\_\_\_\_                      \$ \_\_\_\_\_  
(Completion of the attached form or a computer printout of current and prior year budgets and reports of actual income & expenses **must** be attached)

*Accumulated money must be explained as designated or undesignated:*

<u>CD's/Savings/money market</u>	<u>Amount</u>	<u>Designated (yes or no)</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____

**3. STEWARDSHIP EMPHASIS:**

The Annual Conference requires that "Each charge that applies for minimum salary supplement is expected to conduct an approved financial stewardship program." The pastor occasionally preaching on stewardship does not constitute an "approved financial stewardship program." Such a program would most likely cover more than one single Sunday, involve a planning committee and materials, and have at least one event where persons are encouraged to make specific financial pledges to the church. Cokesbury offers several good stewardship programs. Your D.S. can help you find good leaders or consultants to assist your church. Failure to conduct such a campaign may disqualify you from receiving equitable salary funding.

Describe the "approved financial stewardship program" you used in 2023. What were the results?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Do you have a budget campaign? (yes or no)                      \_\_\_\_\_

If yes, total amount pledged:                      \_\_\_\_\_                      Number of pledges                      \_\_\_\_\_

Number of active members                      \_\_\_\_\_                      Average worship attendance                      \_\_\_\_\_

What will you do differently to emphasize stewardship in your 2024 campaign?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

*If you did not have a stewardship campaign in 2023, and do not plan to have one in 2024, please do not apply for Equitable Compensation funds. They will not be granted.*

4. **Number of Other Paid Staff:** \_\_\_\_\_  
(Submit letter of explanation for the need of other paid staff)

5. **NUMBER OF CHURCHES ON YOUR CHARGE** \_\_\_\_\_

(a) Is this an application for one church only? \_\_\_\_\_

(b) If yes, which church? \_\_\_\_\_

(c) How many years has this church received equitable salary? \_\_\_\_\_

(d) Describe your strategy to come off equitable salary. \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

6. **IS THE PASTOR AN ELDER SERVING LESS THAN FULLTIME?** \_\_\_\_\_ DISCIPLINE PARAGRAPH (342.2)

7. **IS A PARSONAGE PROVIDED?** Yes \_\_\_\_\_ No \_\_\_\_\_

If the answer is no, \$ amount of housing allowance (in addition to salary) \_\_\_\_\_

8. **CHURCH CATEGORY:** Established Church \_\_\_\_\_ New Church Start \_\_\_\_\_

This portion must be signed by Chairperson of Pastor Parish Relations Committee and either the Chairperson of the Finance Committee, or the Church Treasurer.

Signed \_\_\_\_\_ Pastor/Parish Relations Chair  
Address \_\_\_\_\_  
Street or P.O. Box # \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_ Telephone \_\_\_\_\_

Signed \_\_\_\_\_ Finance Chair or Treasurer  
Address \_\_\_\_\_  
Street or P.O. Box # \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_ Telephone \_\_\_\_\_

(This portion to be completed by Pastor and District Superintendent)

**MINIMUM SALARY SCALE FOR 2024**

Full Conference Member \$48,489 (a) \$ \_\_\_\_\_

Probationary and Associate Members \$43,539 (a) \$ \_\_\_\_\_

Full -Time Local Pastor \$40,814 (a) \$ \_\_\_\_\_

Additional Benefits:

Spouse or first Dependent if not married 700 (b) \$ \_\_\_\_\_

First dependent if married second if not married 600 (c) \$ \_\_\_\_\_

Each additional dependent 500 (d) \$ \_\_\_\_\_

**Minimum Salary for your minister:** (Add items (a), (b), (c) and (d)) \$ \_\_\_\_\_

**Portion of Salary to be paid by the Church or Charge:** \$ \_\_\_\_\_

**Portion of Salary from any other source** (District Funds, Congregation Development, etc) \$ \_\_\_\_\_

(These funds come from \_\_\_\_\_)

**Request from Commission on Equitable Compensation** \$ \_\_\_\_\_

(To arrive at amount requested, please subtract the salary to be paid by the church or charge and any other salary funds available from the "Minimum Salary for your minister".)

Signed \_\_\_\_\_  
Pastor's Signature

Approved \_\_\_\_\_  
District Superintendent's Signature

**DISTRICT SUPERINTENDENT:** If this church or charge needs to request funds for reasons which are not covered by our normal policies, then you need to write a letter sharing why this is a special circumstance and why they should receive equitable compensation funds. See the Equitable Compensation Report, Section II, Part B, item #4.

Footnotes: 1- Definition of dependent: A person considered a dependent on Income Tax Return.

2- Income of spouse or dependents is not considered in arriving at the Pastor's Minimum Salary.