

2024 Equitable Compensation Application

CEC grants can never exceed 100% of the pastor's base salary as shown on Line 1 of Salary & Benefits form. Churches that receive more than one year of funding consecutively come under the 5-year Rule and maximum funding decreases by 20% per year. (See table to the right.) **Some churches are designated Vital Presence by their district. These churches are exempt from the 5-year Rule.**

For January 1, 2024 applications, use the proposed minimum compensation schedule for 2024 in the 2023 Preliminary Report and contained in the application packet as the guideline for Equitable Compensation applications. If the actual approved schedule exceeds what was proposed, the District Superintendents will call special charge conferences to approve the differences for those churches with clergy who are below the minimum.

Any pastor serving a congregation that receives a CEC grant, MUST receive his/her minimum salary (adjusted if less than full time) but no more than the minimum.

The Commission on Equitable Compensation often receives applications that exceed the amount available for support. As a result, it is very important to provide complete applications and meet deadlines. Funding may not be available to incomplete or late applicants.

What month & year did your church receive its first Equitable Compensation grant? **2018 but stopped July 2021**

Submit this application and all supporting documentation to your district office by
NOVEMBER 1, 2023
for funding beginning January 1, 2024 or

MAY 15, 2024
for funding beginning July 1, 2024

If your first grant began...	then the maximum grant you can receive is the following % of your current pastor's base (as shown on Line 1 of the Salary & Benefits form)
January 2024	100%
July 2023	90%
January 2023	80%
July 2022	70%
January 2022	60%
July 2021	50%
January 2021	40%
July 2020	30%
January 2020	20%
January or July 2019	You must wait 1 year to apply again.

SECTION A | Complete the following information about the church appointment.

District: **West** Church / Appointment: **Echo Park United Methodist Church**
Time Period for which funding is requested: Starting **July 1, 2024** For how many months? (1-12) **6**
This appointment is ☐ full-time ☐ 3/4 time ☒ 1/2 time ☐ 1/4 time

SECTION B | Complete the following information about the applying clergy person.

Clergy Full Name: **Frank Dale Wulf**

Clergy Status | Complete "Schedule PLA" or "Schedule FM" below depending on your pastor's status.

Schedule PLA: ☐ Provisional Member ☐ Local Pastor ☐ Associate Member
Year Received as Probationary / Provisional Member, Ordained as Associate Member, or licensed as a Local Pastor?
As of January 2024, how many years will you have served as a Provisional Member, Associate Member, or Local Pastor?³
Annual full-time Minimum Salary will be (see page 5 to verify):

Schedule FM: ☒ Elder in Full Connection ☐ Deacon in Full Connection
Year Received as a Member in Full Connection? **1984**
As of January 2024, how many years will you have served as a Member in Full Connection?³ **41**
Annual full-time Minimum Salary will be (see page 5 to verify): **\$66,977.00**

Clergy Minimum Salary

	Annual full-time Minimum Salary from above, as listed on Schedule PLA or FM.	66,977.00
S1	Equitable Compensation Base Salary during grant period, pro-rated for LFT	16,744.25
S2	Amount of Equitable Compensation funding requested during grant period	16,744.25
S3	Professional Expenses in excess of \$200 (Line 5, Salary & Benefits form) ⁴	-

SECTION C | Complete the following information about your church and its finances.

Clergy Benefits:

Was the pastor's compensation, including all pension and health benefits, paid in FULL for all prior years in this appointment and to date in this calendar year? (Yes or No.)

No

If no, what is the total amount of arrearage due to your pastor for salary?

\$0.00

If no, what is the total amount of arrearage due to the annual conference?

\$35,644.62

If no, explain in detail on a separate sheet how your church has budgeted to make up this arrearage in full.

2024 Budget Information

Projected 2024 Income		
C1	Pledges and other contributions	104,560.00
C2	Additional Income Sources	92,881.00
C3	Equitable Compensation Funding Assistance from Conference (S2)	16,744.25
C4	Other Conference or UMC Support	0.00
C5	Total Income (must match your budget total)	214,185.25
Projected 2024 Expenses		
C6	Total Clergy Compensation (Line 19 from 2024 Salary & Benefit form)	98,754.99
C7	Non-appointed staff (include Position Name and Salary / Contract amount)	
C8	Position Salary	Music Director 5,616.00
C9	Position Salary	Church Administrator 14,400.00
C10	Position Salary	Custodian 9,452.73
C11	Position Salary	
C12	Payroll Taxes not included above	1,845.92
C13	Total Non-Appointed Staff Salaries, Contracts & Payroll Taxes	31,314.65
C14	Facility Costs (Rental, Maintenance, Insurance, Utilities, Etc)	37,678.00
C15	Office and Miscellaneous Expenses	16,995.00
C16	Programmatic Expenses	4,745.00
C17	Conference Apportionments	20,272.00
C18	Other	4,128.00
C19	Total Non-Staff Expenses (sum of C14 through C18)	83,818.00
C20	Total Expenses (sum of C6, C13 and C19) (must match budget total)	213,887.64
C21	Percent of Non-Appointed Staff⁵ 100 x (C13 / C20)	14.6%

Historical Information | Please complete the following information.

Year	2023	2022	2021	2020	2019
Equitable Compensation received	0	0	11987	17981	23285
Percent of Apportionments Paid ⁶	34	58	83	33	63
Average Worship Attendance ⁷	95	96	153	151	51
New Members Received ⁸	5	1	3	0	3
Year-End Membership Total ⁹		102	111	113	142

SECTION D | Please copy and collate pages 1-3. ALL items in this Section D MUST be submitted with the application. Failure to supply this information results in a declined application.

- ☒ 2024 Clergy Salary & Benefits form as approved by a charge conference in September or October 2023. Must be signed.
- ☒ Income and Expense Budget vs. Actual Reports (year-end totals, not monthly)
 - For grants beginning January 1, 2024:** Submit complete year-end reports for 2021 and 2022, and a year-to-date report through August 2023.
 - For grants beginning July 1, 2024:** Submit complete year-end reports for 2022 and 2023, and a year-to-date report through April 2024.
- ☒ A copy of the church's complete Income and Expense budget for 2024.
- ☒ A copy of the church's Balance Sheets, including all savings, funds, and foundations: (1) For January 1, 2024 applicants, balance sheets for 2021 and 2022 or (2) for July 1, 2024 applicants, balance sheets for 2022 and 2023.
- ☒ Include a 2 page narrative of your church's unique challenges and signs of vitality or potential for revitalization.
- ☒ Include a narrative of any other information about your church or context that you believe would be helpful for us to understand your need for financial assistance, especially if you have any irregularities in your documentation.

SECTION E | Signatures and District Office Use

Has this congregation been designated a Vital Presence? (Yes or No.)

No

If yes, by Whom:

Signatures | All officers must sign.

We, the undersigned officers of

Echo Park United Methodist Church

have reviewed this

application, confirm its accuracy and approve this request. It has also been approved by vote of a Charge Conference.

Position	Printed Name	Signature	Date
Pastor	Frank D. Wulf		6/23/2025
Charge Conference Secretary			6/23/2025
Chair, Administrative Board / Council	Carla Moreno		6/23/2025
District Superintendent	Siosaia Tu'itahi		
Chair, District BCD or District PAS	Dan Lewis		

Contact Information | Provide information for contact about this application.Pastor's Email: **revfrankwulf1@gmail.com**Pastor's Mobile: **310-435-5502****DISTRICT USE ONLY**

Amount Approved by District:

Date of Approval:

If approved amount is different from original request, please provide rationale:

ADDITIONAL INSTRUCTIONS & INFORMATION

What Churches should complete and submit this application?

All pastors under appointment are guaranteed payment of Minimum Compensation based on the schedule for their status (PLA or FM) as adopted by the Annual Conference. Any church requiring assistance to meet this minimum standard should, after consulting with their District Superintendent, complete and submit this application. Equitable Compensation grants may only be used to fund the appointed pastor's salary and not for any other church expense. A separate application is required for each pastor requesting funds from the Commission on Equitable Compensation.

Additional directions for completing all sections of pages 1 – 3:

Section A - Church Information:

Grants that begin January 1 of any year, can be for 6 months or 12 months. Grants that begin July 1 of any year can be for 6 months or less.

Certain churches are designated by the Cabinet and District Planning Committees as Vital Presence which will exempt those churches from the CEC five year rule. The five year rule decreases the maximum amount available each year and limits congregations to receiving subsidy grants for 5 consecutive years.

Section B - Clergy Information:

Provide requested information as to the pastor's clergy status. This will determine the required Minimum Salary compensation. Since equitable compensation assistance is to fund a specific pastor, no application can be considered prior to an appointment. A new application must be submitted mid-year, if a new pastor is appointed July 1 of 12 month grant.

Compensation for pastors serving churches that receive funds from CEC are limited to Minimum Compensation (attached). Your adopted compensation package must meet but may not exceed the Minimum Compensation salary/expense/benefits package. Please verify that all amounts conform to this package and are in agreement with the amounts shown on the approved Clergy Salary and Benefits form. Excess professional expenses or any other compensation that is above the minimum base standards may reduce the Equitable Compensation grant. If the application is for less than a full year of funding, all amounts are to be reduced to reflect that portion of a year for which assistance is requested.

- S1: This amount is calculated automatically based on answers in Section A about appointment percentage and length of grant. The "Annual full-time Minimum Salary from above, as listed on Schedule PLA or FM" is completed automatically. The amount is provided depending the information provided in the boxes for Schedule FM or Schedule PLA. If the appointed clergy person is less than full-time and the grant period is for the full-year, multiply the annual full-time minimum salary by the appointment percentage. (Example: If the Annual full-time Minimum Salary is \$50,000 and the clergy person is appointment 75% and the grant period is for the full year, multiply \$50,000 x 0.75 = \$37,500.) If the grant period is for 6 months instead of 12 months, the pro-rated amount is 1/2 (50%) of the annual amount.
- S2: Enter the amount of Equitable Compensation assistance requested. This amount cannot exceed the 100% base salary shown in S1.
- S3: Enter the amount the pastor is to be paid/reimbursed for other ministerial or travel expenses directly related to performance of his/her pastoral duties. Attach justification for any amount over \$200.00. Excess professional expenses may reduce the Equitable Compensation grant.

Section C - Church Data:

Clergy Benefits: A YES answer to this question certifies that the pastor has been paid by the local church all salary and benefits owed to him/her and that full payments have been made to the Annual Conference for health insurance, pension and CPP. Provide the supplemental information only if you

2024 Budget Information: Enter the requested information from your proposed 2024 budget. Show the percentage of the total budget used to pay the non-appointed staff members including ongoing contracted labor in the indicated space (C21). Be sure to include the costs of payroll taxes and any benefits for all staff. The first priority of a local church should be to pay the pastor. CEC may reduce or reject grant requests if amounts budgeted for other church expenses seem excessive. No more than 15% of the total budget should go towards non-appointed salaried or contracted staff. This includes any "pastor" or "clergy" who are directly hired by the congregation without being appointed, as well as contracted services such as custodial and landscaping.

Historical Information: List the amounts of Equitable Compensation grants received in the years indicated. Include amounts for current and former pastors. Also, include % of apportionments paid, average weekly worship attendance, new members received and year-end membership totals.

Section E - Application Approval:

For grants beginning January 1, 2024, submit the completed and signed application with the four required supporting documents to your District Superintendent no later than the date provided by your District Superintendent or November 1, 2023 whichever is earlier.

For grants beginning July 1, 2024, provide a completed and signed application with the required supporting documents to your District Superintendent no later than the date provided by your District Superintendent or May 15, 2024, whichever is earlier. A grant that begins mid-year will require the submission of a new grant application for the next calendar year.

This application and your current Clergy Salary and Benefits Form must be approved by the church's Charge Conference. If a special Charge Conference is necessary, please contact your District Superintendent for permission. It also must be reviewed and **signed by the District Superintendent and recommended by the District planning committee.** The Superintendent will submit requests to the Conference Committee on Equitable Compensation for final approval. All supporting documents and appropriate signatures must accompany this application. Failure to do so may result in a delay in the Commission's review of the application.

Questions about completing this application can be directed to:

Commission on Equitable Compensation Chair: Frank Wulf
Conference Staff: Jan Hanson

revfrankwulf1@gmail.com
jhanson@calpacumc.org

(626) 568-7317 (office)

MINIMUM BASE COMPENSATION STANDARDS

As per Conference Rules, a church seeking funds from CEC must establish a compensation package for the pastor that does not exceed Minimum Compensation Standards. The Compensation Package cannot include social security contributions, additional retirement benefits, professional expenses of more than \$200 per year, or any other compensation elements not included in Minimum Compensation Standards. In addition, for the church seeking CEC funding, compensation elements shall be prorated for part time appointments.

Minimum compensation is to include the following items in addition to salary, by rule of the Annual Conference:

HOUSING: Adequate housing shall be provided, using as a guideline "Parsonage Policies and Standards," for each eligible clergy appointed to a charge. A housing allowance provided in lieu of a parsonage shall be at least \$24,000 per year or determined after consultation with realty professionals and be based on the average cost to rent a suitable home within 3 miles of the church plus 10%, whichever is higher. This amount may be prorated for part-time appointments.

In the case of clergy couples where no parsonage is provided, both congregations will share in the payment of an adequate housing allowance. If there is a parsonage provided to one member of the clergy couple, the church of the other clergy member will provide funds to the other church, or to the clergy involved, to insure that housing is adequate, provided that such amount will not ordinarily exceed one half of the amount stated above. Any such arrangement shall be agreed upon by all parties involved and shall be approved by the District Superintendent(s). This is intended to be in keeping with Judicial Council Decision 588, October 23, 1987.

AUTO: The appointed pastor's ministerial auto expense, which excludes personal use and commuting miles from home to church, shall be reimbursed or an allowance provided each pay period. The minimum allowance shall be \$3,500 per year for single point charges, and \$5,250 per year for multi-point charges. These amounts may be prorated for part-time appointments.

UTILITIES: Gas, water, electricity, sewer fee, trash collection, telephone, basic cable television, & Internet access shall be provided. Utility payments/reimbursement should not include personal long distance telephone or personal use of cellular phones. Access to the Internet may include DSL or Cable Modem for ministry purposes. The pastor is responsible for personal usage of such services.

CONTINUING EDUCATION: A minimum of \$500 shall be provided for continuing education purposes.

PROFESSIONAL & TRAVEL EXPENSES: Travel and other expenses directly related to performance of pastoral duties shall be paid by the church or provided as a reimbursement to the pastor.

ANNUAL CONFERENCE EXPENSES: Expenses related to the attendance of Annual Conference shall be paid by the church or provided as a reimbursement to the pastor.

DENTAL & HEALTH INSURANCE: Please refer to the Board of Pension Rules for policies and standards.

PENSION & COMPREHENSIVE PROTECTION PROGRAM: Please refer to the Board of Pension Rules for policies & standards.

MINIMUM SALARY SCHEDULES

The following tables of minimum salaries have been proposed by the Commission on Equitable Compensation for the 2024 year, and will be considered by a Special-Called Annual Conference Session in November 2023.

2024 Proposed Minimum Salary Schedule FM
(Full Members - Elders & Deacons)

Year	% of MCS	Salary	Year	% of MCS	Salary	Year	% of MCS	Salary
1	76%	\$48,479	11	86%	\$54,858	21	96%	\$61,326
2	77%	\$49,117	12	87%	\$55,496	22	97%	\$61,874
3	78%	\$49,755	13	88%	\$56,133	23	98%	\$62,512
4	79%	\$50,393	14	89%	\$56,771	24	99%	\$63,150
5	80%	\$51,030	15	90%	\$57,409	25	100%	\$63,788
6	81%	\$51,668	16	91%	\$58,047	26	101%	\$64,426
7	82%	\$52,306	17	92%	\$58,685	27	102%	\$65,064
8	83%	\$52,944	18	93%	\$59,323	28	103%	\$65,702
9	84%	\$53,582	19	94%	\$59,961	29	104%	\$66,340
10	85%	\$54,220	20	95%	\$60,599	30+	105%	\$66,977

2024 Proposed Minimum Salary Schedule PLA
(Provisional Members, Local Pastors, Associate Members)

Year	% of MCS	Salary	Year	% of MCS	Salary	Year	% of MCS	Salary
1	66%	\$42,100	11	76%	\$48,479	21	86%	\$54,858
2	67%	\$43,738	12	77%	\$49,117	22	87%	\$55,496
3	68%	\$43,376	13	78%	\$49,755	23	88%	\$56,133
4	69%	\$44,014	14	79%	\$50,393	24	89%	\$56,771
5	70%	\$44,652	15	80%	\$51,030	25	90%	\$57,409
6	71%	\$45,289	16	81%	\$51,668	26	91%	\$58,047
7	72%	\$45,927	17	82%	\$52,306	27	92%	\$58,685
8	73%	\$46,565	18	83%	\$52,944	28	93%	\$59,323
9	74%	\$47,203	19	84%	\$53,582	29	94%	\$59,961
10	75%	\$47,841	20	85%	\$54,220	30+	95%	\$60,599