

1 **Document: 640.02**
 2 **Name: Mission Links Advances (Formerly Rainbow Covenant)**
 3 **Author(s): Conference Board of Global Ministries, Shirley Pulgar Hughes, Conference Mission**
 4 **Secretary; Ayla Samson, Chair.**
 5 **CCFA Action:**

6 **ACTION:**
 7 The Northern Illinois Conference Board of Global Ministries recommends the following Conference and
 8 District Advances.

9 **Conference Advances:**

10	Abounding Ministries	50000122
11	Arise Chicago	50000142
12	North Central College United	50000136
13	Kids Above All	50000011
14	Disciple Bible Outreach Ministries	50000149
15	Facing Forward to End Homelessness	50000007
16	Illinois Church Action on Alcohol & Addiction Problems	50000030
17	Immigration Law and Justice of Northern Illinois (JFON)	50000140
18	Korean American Campus Ministry	50000076
19	Midwest Mission Distribution Center	50000150
20	MYSI Corporation Agency Support	50000107
21	Native American Ministry of Presence	50000125
22	NIC Disaster Preparedness and Response	50000148
23	<u>Spirit Lake Ministry Center</u>	<u>123616</u>
24	ORM: Camping Scholarships	50000036
25	Reconciling Ministries Network	50000111
26	Refugee One	50000133
27	Reynoldswood Conference Center	50000043
28	Rosecrance Kinley Patient Assistance Fund	50000132
29	Sam Mool House	50000146
30	The Inclusive Collective at DeKalb	50000135
31	The Martin Keagy Fund	40000000
32	The Inclusive Collective	50000128
33	United Methodist Homes and Services	50000121
34	University Christian Ministry at Northwestern	50000101
35	Wesley Willows Good Samaritan Program	50000144
36	Wesley Woods Coreference Center	50000046
37	District Advances	
38	Bridge Communities, Inc.	60000208
39	Buddy Bags of Dixon	60000236
40	Center for Changing Lives	60000106
41	DuPage United	60000230
42	Empowering North Korean Refugees	60000235
43	Faith Community Homes-Affordable Housing	60000220
44	Fox River Valley United	60000231
45	Habitat for Humanity: Lake County	60000184
46	Hemenway Soup at Six	60000216
47	Hesed House PADS	60000017
48	Housing Forward (Formerly West Suburban PADS)	60000180

49	Jennings-Lyon Day Home	60000119
50	Journeys The Road Home	60000221
51	JUST of DuPage	60000101
52	Lake County United	60000228
53	Morning Star Mission	60000143
54	Mujeres a Mujeres (Women to Women)	60000222
55	The Night Ministry	60000223
56	PADS of Elgin	60000224
57	Ridgewood United Community Ministries	60000203
58	Rockford Urban Ministries	60000129
59	Rockford Work Camps	60000234
60	Saturday Kids' Club of Centennial	60000201
61	The Seeds Center Community Development Corporation	60000225
62	United Church of Rogers Park Community Feast	60000178
63	Waukegan to College	60000233

64 **RATIONALE:**

65 Each quadrennium, the Conference Board of Global Ministries reviews the conference and district
66 missions supported through the advance. In 2021, the advance program was rebranded as “Mission Links:
67 Living the Beatitudes”. The CBGM also moved from a print version of the mission listing to an
68 interactive online version that can be more easily updated while providing accessible resources as church
69 mission committees explore the possibilities for supporting missions within the conference and around the
70 globe. The link can be found at: <https://www.umcnic.org/missionlinks>

1 **Document: 680.02**
 2 **Name: Minimum Salaries for Full-Time Elders**
 3 **Author(s): The Equitable Compensation Committee: Beth Swanick, John Bell, Jarice Shaw,**
 4 **Veronica Davenport, Scott Hoffman, Brian Gilbert, Cheryl Weaver, staff liaison.**
 5 **CCFA Action:**

6 **ACTION:**

7 1) Minimum cash salaries for full-time Elders and Licensed Local Pastors appointed in the NIC will be
 8 as follows, showing an increase of 2.8% for the next fiscal year:

Status	2023 actual	2024 actual	2025 actual	2026 actual	2027 recommended 2.8%
Elder	\$37,450	\$40,763	\$43,616	\$46,669	\$47,976
LLP	\$37,450	\$40,763	\$41,782	\$42,868	\$44,068

9 2) Local churches are to provide a minimum of \$2,500* for accountable reimbursements for their
 10 appointed Elder(s). This covers the costs of providing travel, continuing education, and other
 11 expenses incurred in the course of providing pastoral ministry. Information about accountable
 12 reimbursements can be found at: [Accountable Reimbursement Policy Q&A](#)

13 **Ideally the church maintains \$5,500 but, in an effort to maintain full-time, some churches may need*
 14 *to reduce the reimbursement to \$2,500. Anything lower will not allow the pastor to engage in fruitful*
 15 *ministry.*

16 **RECOMMENDATIONS:**

- 17 • The Equitable Compensation Task Force (ECTF) recommended a minimum salary for fulltime
 18 Elders to be approximately \$50,000 by 2026 for FY 2027, achieved by 7.0% increases during the
 19 years (2025, 2026, and 2027). However, the **Equitable Compensation Committee** (formed in
 20 2024) is recommending an increase of 2.8% for 2027 to \$47,976 based on the following:
 - 21 ▪ A third consecutive increase of 7% per year would be a hardship for many churches as
 22 other costs have also or will also increase in 2027.
 - 23 ▪ Healthflex rates will increase in 2027, however, those rates will not be finalized until after
 24 legislation has been published.
 - 25 ▪ An increase in base salary will raise the cost of retirement benefits to churches.
 - 26 ▪ Property and Liability insurance rates will most likely increase as well.
- 27 • The United Methodist Book of Discipline does not require Annual Conferences to establish a
 28 minimum salary for LLPs. However, to responsibly recognize changes in buying power, the
 29 Equitable Compensation Committee recommends that the minimum salary for Licensed Local
 30 Pastors be the same as the Elder increase of 2.8%. This brings the salaries more in line with each
 31 other.

32 **RATIONALE AND METHODOLOGY:**

- 33 • In 2023, an Equitable Compensation Task Force (ECTF) was formed, the current Equitable
34 Compensation Committee (formed in 2024) has included their rationale from 2023 below. In
35 reviewing all the factors, the bold information is what drove the decision to reduce the increase
36 for FY 2027.
- 37 ▪ The ECTF submitted surveys to all US Annual Conferences and received 18 replies. The
38 NIC is currently second to last in minimum salary (by a sliver margin of \$165) among the
39 18 annual conferences responding to the survey. Had the 2023 Annual Conference not
40 approved of the 8.7% increase, bringing the current minimum to \$40,763, NIC would be
41 at the bottom. Current minimums across annual conferences range from \$40,598 to
42 \$50,923.
- 43 • **The Equitable Compensation Committee (ECC) is also aware and recognizes**
44 **that increasing the minimum salary may be a financial burden that some**
45 **churches cannot bear. As we move forward, fewer single-charge full-time**
46 **appointments will most likely be the new normal.** The ECC is committed to
47 continuing to monitor the trends and work with the Cabinet and churches on
48 ways to equitably compensate clergy.
- 49 ▪ The ECTF determined that their recommendation would be focused on base
50 compensation only, having found it impossible to identify/consider values of parsonages,
51 housing allowances, or health insurance benefits due to the wide disparities between
52 conferences and the extreme difficulties in assigning dollar values.
- 53 ▪ This survey showed that a lower minimum salary for LLPs is consistent with the other
54 annual conferences responding to the survey.
- 55 ▪ The UMBOD ¶342 speaks only to “*Elders in full connection*” who assume “*the*
56 *obligations of the itinerant ministry*” and who bear the burden of extensive student loans
57 from the required master’s degree. Further, “*the Church shall provide, and the ordained*
58 *minister is entitled to receive, not less than the equitable compensation established by the*
59 *annual conference for clergy members.*”
- 60 ▪ The UMBOD states in ¶625.2(a) that the Equitable Compensation Commission be
61 responsible for “*recommending conference standards*” for pastoral salaries, and (b)
62 “*administering funds to be used in base compensation supplementation.*”