

December 10, 2019

Hickory Grove
13758 Wacker Road
P.O. Box 165
Mount Carroll, IL 61053

Greetings in Christ,

As United Methodists we are called to minister to our community, but we are not alone in our ministry. **Hickory Grove** is a connectional church, part of the Northern Illinois Conference and the global United Methodist Church.

Hickory Grove and the conference are part of a connection with the mission, "to make disciples of Jesus Christ for the transformation of the world." Together, United Methodists do remarkable ministry in support of that mission in the same way as you work towards that mission in your community. We care for survivors of the numerous natural and human-made disasters; we make long-term investments in vulnerable communities; we implement the most effective solutions to diseases; we speak truth to power giving voices to the oppressed and marginalized; and, we equip the next generation to lead our church and society.

The Northern Illinois Conference changed the apportionment formula for 2020 from the one used in 2019. This change was approved at the November 16th, 2019 special session. Now, the rate used to determine the conference share of apportionment has lowered from 14% to 12% for the first part of the formula.

The new formula goes on to formalize how general church apportionments are allocated. The general church apportionment is spread among the local churches proportionally to each church's share of the total apportionment. For example, if your church has 1% of the total conference apportionment then the church would have 1% of the general church apportionments requested of the conference.

Moving from the old formula to a new formula will mean dramatic changes for several local churches. We expect the shifts will stabilize over time. But you may see more of change in the total apportioned for all funds, conference and general church, this year compared to other transitions. The change in any particular year on the apportionment in support of the annual conference is capped at no less than -9% and no more than 9% at any particular year. The largest change you will see in your 2020 apportionment compared to your 2019 apportionment should be in the apportionments for the general funds.

Apportionments are the means to advance our mission through the year, and your church's 2020 Apportionment has been calculated as \$2,095.66. The enclosed Calculation Worksheet shows the apportionment fund breakdown and how your church's apportionment was calculated.

The new formula simplifies the apportionments in support of the conference from three funds to one. To achieve this calculation, the previous year's Clergy and Net Expenses have been combined so that the apportionment formula adequately accounts for how your church has been progressing through the past five years with the highest and lowest amounts discarded.

Thanks for your continued support of our United Methodist connectional giving,
Sincerely,

David W. Quinn
Apportionments Administrator
Northern Illinois Conference
P: (312) 346-9766 x 741 | E: dquinn@umcnic.org

Calculation Worksheet for Hickory Grove

Church # 60027

2020 Apportionment: \$2,095.66

Every local church shall provide the basis for their apportionment calculation with their Statistical Report, due annually by February 28th. The statistical report data of five years is compiled. The highest and lowest of the five years are discarded and the apportionment calculation rates are applied to the average of the three other years. When the most recent year is the lowest of the five (reflecting a trend of recent budget constriction), the apportionment calculation rates are applied to the average of the three lowest years.

Calculating the Apportionment in support of the ministries of the Northern Illinois Conference:

The apportionment in support of conference ministries builds from what the local church spends upon your own operations.

Your apportionment formula		
12% of the average total of the following	Statistical Report Data	Apportionment Calculation
Line 41a: Senior Pastor base compensation (minus equitable compensation funds received from the Annual Conference) Line 41b: Associate Pastor base compensation Line 42abd: Senior & Associate Pastor Housing Allowance (OR 25% of base compensation for parsonage appointments) + Senior & Associate Pastor's parsonage utilities and maintenance costs Line 43: Accountable reimbursements Line 44: Other cash allowances Line 41c: Deacon's compensation & benefits Line 45/45a: Lay staff compensation & benefits (except custodial) Line 46: Church Program costs Line 47: Church building utilities, custodial costs, property maintenance costs, property insurance costs, other operational costs (Portion of utility, custodial and property costs incurred by space-sharing is excluded; utility, custodial and property costs per average attender above the 80 th percentile are excluded)	5 Year Data Set: 2018: \$6,508.00 2017: \$19,643.75 2016: \$13,925.50 2015: \$20,920.88 2014: \$20,921.18	\$13,359.08 <u>x 12%</u> \$1,603.09
Pastoral Residual Calculation: We seek to identify the relative wealth of a local church by comparing their pastoral costs per average attender to others in the conference. (Regression Analysis)	2018 Average Attendance: 19 Residual: Amount above (below) similar sized churches: \$- 800.00 Change to Apportionment:	\$- 800.00
	2020 Clergy & NEFinal	\$ 803.09

1% of the following	Statistical Report Data	Apportionment Calculation
<p>Line 30-36f: Total funds sent through the Conference Office for second-mile, designated giving (Rainbow Covenant projects, missionary support, UMCOR disaster relief, Conference & District projects and Special Sunday Offerings)</p> <p>Line 37a Community Outreach funds (costs of the local church in ministry and of service to the community)</p> <p>Line 37: Funds given directly to UMC related causes</p> <p>Line 38: Funds given directly to non-UMC related causes</p> <p>Line 39: Clergy pension payments (CPP, CRSP)308</p> <p>Line 40: Clergy health benefits payments</p> <p>Line 41-49: Senior & Associate Pastor Costs + Church Programs & Operational Costs</p>	<p><u>5 Year Data Set:</u> 2018: \$20,811.00 2017: \$24,721.00 2016: \$16,878.00 2015: \$23,211.88 2014: \$24,654.18</p>	<p style="text-align: right;">\$22,892.35 <u> x 1%</u> \$ 228.92</p>
	Budget Add-On:	\$ 0.00
	Grand Total Final:	= \$ 228.92
<p>Total Conference Apportionment before circuit breaker: \$1,032.01</p>		
<p>This portion of the apportionment is not allowed to increase by more than 9% nor decrease by more than -9% year to year. If the circuit breaker impacts the local church apportionment, it is reported here.</p>		
<p>Total Conference Apportionment after circuit breaker of 9%: \$1,836.00</p>		
<p>General Conference Apportionments</p>	<p>Churches share of GC Apportionments: 0.01%</p>	
<p>The total sum or apportionments requested of the conference from the general church shall be apportioned on itemized lines to the local churches. Each local church's share of general church apportionments shall be the same as their share of Conference apportionments, as calculated by the above formula prior to application of the circuit breaker.</p>	<p>World Service: \$ 139.64 Epicapal Fund: \$ 41.35 Ministerial Education: \$ 35.37 General Administration: \$ 16.58 Black Colleges: \$ 18.81 Africa Univeristy: \$ 4.21 Interdenominational Cooperation: \$ 3.69</p>	
	Total 2020 Apportionment:	\$2,095.66

Apportionment Formula

Every local church shall provide the basis for their apportionment calculation with their Statistical Report, due annually by February 20th. The statistical report data of five years is compiled. The highest and lowest of the five years are discarded and the apportionment calculation rates are applied to the average of the three median years. When the most recent year is the lowest of the five (reflecting a trend of recent budget constriction), the apportionment calculation rates are applied to the average of the three lowest years.

The Conference Apportionment is calculated by:

1. The sum of these lines if multiplied by 12%:

- Line 41a: Senior Pastor base compensation (minus equitable compensation funds received from the Annual Conference)
- Line 41b: Associate Pastor base compensation
- Line 42abd: Senior & Associate Pastor Housing Allowance (OR 25% of base compensation for parsonage appointments) + Senior & Associate Pastor's parsonage utilities and maintenance costs
- Line 43: Accountable reimbursements
- Line 44: Other cash allowances
- Line 41c: Deacon's compensation & benefits
- Line 45/45a: Lay staff compensation & benefits (except custodial)
- Line 46: Church Program costs
- Line 47: Church building utilities, custodial costs, property maintenance costs, property insurance costs, other operational costs (Portion of utility, custodial and property costs incurred by space-sharing is excluded; utility, custodial and property costs per average attender above the 80th percentile are excluded)

2. Added to the amount calculated above, the sum of these lines are multiplied by 1%:

- Line 30-36f: Total funds sent through the Conference Office for second-mile, designated giving (Rainbow Covenant projects, missionary support, UMCOR disaster relief, Conference & District projects and Special Sunday Offerings)
- Line 37a: Community Outreach funds (costs of the local church in ministry and of service to the community)
- Line 37: Funds given directly to UMC related causes
- Line 38: Funds given directly to non-UMC related causes
- Line 39: Clergy pension payments (CPP, CRSP)
- Line 40: Clergy health benefits payments

Line 41-49: Senior & Associate Pastor Costs + Church Programs & Operational Costs

3. Additional Considerations

The apportionment calculations above are adjusted with two additional considerations called “According to Means” functions. These two functions provide fine tuning to the apportionment amount based upon a local church's access to resources from within the congregation.

- a. The local church spending on cash compensation plus reimbursements and allowances for the Senior and Associate Pastor is compared to the spending of other local churches of like size. A linear regression of the data predicts a pastoral compensation level for each church given their average attendance. The amount above or below that prediction is called the “Pastoral Residual”. For each local church their individual Pastoral Residual number, capped at the absolute number of \$20,000, is cubed and multiplied by .000000001. The resultant adds (or subtracts) from the apportionment requested from the local church as summed above. The basis for the Pastor Residual additional consideration is the most recent Senior & Associate Pastor compensation data available and the most recent year’s average attendance at all weekly worship services.
- b. The basis for the Budget Size additional consideration is the most recent year’s Senior & Associate Pastor Costs plus Church Programs & Operational Costs (Statistical Report Lines 39-44), excluding \$60,000 and capped at \$900,000. For each local church the total is squared and multiplied by .00000004. This amount is added to the apportioned asking of the specific local church.

Limitations to the Conference Apportionment:

1. Each apportionment amount must be divisible by 12.
2. A circuit breaker, which limits variation of the conference apportionment for any year to be not more than 9% above the previous year and not less than 9% below the previous year.
3. The minimum apportionment shall be \$1,200.
4. The CCFA to respond to appeals from local churches for hardship or data errors if requests are made by the local church in the required manner by the announced deadline.

General Church Apportionments

The total sum or apportionments requested of the conference from the general church shall be apportioned on itemized lines to the local churches. Each local church’s share of general church apportionments shall be the same as their share of Conference apportionments, as calculated by the above formula prior to application of the circuit breaker.