

ministry. The balance of the money would be retained in the deposit account to be drawn upon by the Focus Team if and when grant applications were received and approved that meet the criterion that were decided upon at a meeting of the Focus Team on March 10, 2012. This fund will be called the Missional Opportunities Fund. In 2013, \$270,957 was to be placed in this fund.

For 2014, \$1,254,559 will be drawn from Kansas East and Kansas West deposit accounts to fund the general budget of the Great Plains United Methodist Conference (GPUMC). This is equal to 5% of the balance of these accounts. For subsequent years, a hybrid spending policy will be utilized consisting of 70% of an inflation-adjusted prior year budget support from the deposit accounts and 30% from a 5% spending policy on the 12 month average of the accounts. This hybrid policy (also known as the Yale University Method spending policy) is explained as:

Budget support for years subsequent to 2014 will be based on a formula that takes the previous year's spending adjusted for inflation, weighted at 70 percent; and a 5 percent payout based on the average Deposit Account value over the past 12 months, weighted at 30 percent.

Using this model, if last year's Deposit Account spending was set at \$100,000, this year's spending would be equal to 70% of last year's spending, adjusted for inflation plus 30% of a 5% spending policy based on the average endowment value over the past 12 months. If inflation is 2.5% then, this year's spending would be  $\$102,500 \times 70\% + 30\%$  of 5% of the average endowment value over the past 12 months.

The complete formula is:

$$(70\% \times (\text{last year support} \times 1.\text{ir} (\text{with ir equal to the previous year's inflation rate})) + (30\% \times (5\% \times 12 \text{ month average}))$$

The intent is to provide stable budget support while maintaining a component sensitive to market effects on the Deposit Account without transferring market volatility into the budget.

## **Reserve Funds**

Reserve funds are considered necessary for unforeseen circumstances, for funding emergency assistance grants, for funding Health Savings Account (HSA) contributions at the beginning of the year, and for other missional opportunities.

Each Conference will contribute toward reserve funds for the GPUMC.

## ***Financial Assistance***

### **Farmer Fund Grant Program**

Grants are available from the General Board of Pension and Health Benefits for "distressed clergy members, surviving spouses of clergy members and dependent children of clergy members."

1. A grant will be approved only for a one-time emergency situation.
2. Application must be made by the participant and by the Annual Conference.
3. The conference must certify that a concurrent grant will be made on a \$1 for \$3 basis.

### **Norman and Opal Crouse Endowment Fund Grant Program**

A portion of the annual income from this endowment is designated for emergency and hardship

assistance for active and retired Nebraska clergy and their families as determined by the Bishop and Cabinet. *Nebraska clergy* is defined as a clergy person who is currently serving a Nebraska church or a retired clergy person who served a Nebraska church for a minimum of 10 years. After December 31, 2023, the Norman and Opal Crouse Endowment Fund Grant Program will be available for emergency and hardship assistance for all active and retired Great Plains United Methodist clergy and families as determined by the Bishop and the Cabinet. The amount available each year will be determined by the Great Plains United Methodist Conference Board of Pensions and Health Benefits.

### **The Endowment Fund of the Association of Retired Ministers and Spouses (ARMS) of the former Nebraska Conference of the United Methodist Church**

The Association of Retired Ministers and Spouses (ARMS) is a non-profit 501c3 organization incorporated under the laws of the State of Nebraska.

The Endowment Fund of the Association of Retired Ministers and Spouses was begun by and for retired ministers and spouses in the former Nebraska Conference of The United Methodist Church in June 1987. A pastor or a surviving spouse of a pastor who has served in a Nebraska United Methodist Church may make application to the Executive Committee of ARMS for a grant for special financial assistance related to health care expenses or related needs. Requests will be granted based on the situation and the availability of funds.

### ***Equitable Compensation Policies***

The work of the Commission on Equitable Compensation is described in ¶625 of *The Book of Discipline of The United Methodist Church-2012*. In the Great Plains United Methodist Conference (GPUMC) that work has been assigned to the Personnel Committee. The work of the committee is directed by ¶¶623-625 of *The Book of Discipline of The United Methodist Church-2012*. Its purpose is to support ordained and/or pastoral ministry in the charges of the conference by:

1. Recommending conference standards for clergy support;
2. Administering funds to be used in base compensation supplementation; and
3. Providing an application and approval process for charges that are recommended by the district superintendent for base compensation supplementation.

### **Conference Standards for Clergy Support**

1. All people appointed by the bishop to serve full-time in a church or charge shall have the right to receive no less than minimum base compensation as established below. This includes those licensed as a local pastor, commissioned as a provisional members, ordained deacons as probationary member of the conference, ordained a deacon (¶¶331.14b and 625) or elder as full members of the conference or other Methodist denomination (¶346.1), and those appointed while retaining membership in another denomination (¶346.2). (*The Book of Discipline of The United Methodist Church-2012*)
2. All people appointed by the bishop to less than full-time service under the provision of ¶338.2 of *The Book of Discipline of The United Methodist Church-2012* shall receive compensation in proportion to minimum according to the quarter increments of their service.
3. The church or charge to which a clergy person is appointed is required to provide minimum base