

MINISTERIAL SALARY SUPPORT GUIDELINES

Christian Church (Disciples of Christ) in Indiana

Purpose

The Christian Church in Indiana is intentionally focused on partnership with congregations. It is our desire to use these designated funds to resource and support the ministries of our congregations as they develop as mission centers which affirm the local and global character of the church. The purpose of the Ministerial Support Fund is to form a partnership between the congregation, regional church and the pastor through salary support, to help the congregation call or maintain a full-time ministerial staff person, and to enable the congregation to become a dynamic faith community involved in mission and ministry to their community and the world.

Limitations on Funding

The primary purpose of the Ministerial Salary Support Fund is to support and enable congregations to call and adequately compensate a commissioned or ordained Disciples minister to a full-time ministerial position. The funds may also be used to maintain a full-time ministerial position where there is a significant change in income. There are only modest funds available for this support. The following standards apply:

1. Student ministry position will not be funded.
2. Support will usually be short term (i.e., 1-3 years).
3. Support is limited to annual availability of funds. Applicants must apply annually.

Conditions for Salary Support

- A. Congregations requesting salary support should consult with the Regional Minister or a Regional Team Minister prior to making the request.
 1. Request for salary support should come through regional staff.
 2. Total financial support, broken down by benefits, of the professional ministry for the past two years.
 3. Number, nature and results of stewardship campaigns held in the past two years.
- B. The congregation must be engaged in a clear plan of growth.
 1. How is the congregation engaged in ministry in their community and beyond?
 2. What is the process for annual planning and goal-setting used by the congregation?
 3. How does the congregation implement its goals and evangelism? How effective have previous programs been?
 4. How does the congregation underwrite its budget?
- C. A congregation receiving support agrees to a consultation with a regional ministerial staff person between 2-3 months prior to granting of a request. While under subsidy, the following disciplines should be implemented:

1. Provide a Mission Statement and specific congregational goals for a 3-5 year period.
 2. Establish and implement a process for community ministry engagement.
 3. Establish an evangelism/membership cultivation program.
 4. Establish an annual stewardship campaign to underwrite ministry and mission goals and strategy.
- D. A regional ministerial staff person will provide on-going care and support to the congregation as long as the Region is providing support.

MAY NOT BE COMBINED WITH ANY OTHER GRANT FOR THE SAME PROGRAM.

Guidelines/applications
Salary subsidy
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