



**Compensation Support Grant Guidelines
Christian Church (Disciples of Christ) in Indiana**

Purpose

The Christian Church in Indiana, in partnership with Lilly Endowment Inc., is intentionally focused on relationship with congregations. It is our desire to use 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 Compensation Support Grant is to form a partnership between the congregation, regional church, and the pastor through compensation support, to help the congregation increase their compensation base by \$7,000 per year to be applied toward clergy salary, housing, retirement, or healthcare. Our goal is to enable the congregation to grow as a dynamic faith community involved in mission and ministry to their community and the world. A financial literacy academy, required for grant recipients, and subsequent coaching will assist the congregation in building the capacity to sustain and build on this increase.

Assistance will be funded in a laddered fashion:

	Ministerial Excellence Fund	Congregation	Total
Year 1	\$5,000	\$2,000*	\$7,000
Year 2	\$3,500	\$3,500*	\$7,000
Year 3	\$2,000	\$5,000*	\$7,000

*\$10,500 to be raised by congregation over the 3-year period.

Note: Travel, lodging and registration for the financial literacy academy and subsequent coaching will be included as part of grant funding for the pastor and two lay leaders. The pastor's spouse is encouraged to attend.

Limitations on Funding

The primary purpose of the Compensation Support Grant is to support and enable congregations and adequately compensate a commissioned or ordained Disciples minister with current standing. The following standards apply:

1. Field education positions will not be funded.
2. Support will be short term (3 years).
3. Support is limited to 16 congregations within the Indiana Region.
4. Application deadline is March 6, 2017

Criteria for Compensation Support

Support is contingent upon:

1. The congregation contributing matching funds in a laddered fashion over the three-year period.
2. Pastor and congregational leaders attending four sessions (over two years) of the region sponsored financial literacy school.
3. Pastor engaging with a cohort group over two years for pastoral support and coaching.

4. The congregation submitting an annual certification of matching funds.
5. The congregation completing a final report of how the funds were used and their sustainability plan.

RECIPIENT CONGREGATIONS OR THEIR CLERGY MAY NOT APPLY FOR ANY OTHER GRANT UNDER THE CLERGY ECONOMIC INITIATIVE SUPPORTED BY LILLY ENDOWMENT INC.

FINANCIAL LITERACY ACADEMY

Grantee is required to attend four (4) sessions over two (2) years of the academy (spring and fall)

Planned Session Dates:

<u>Clergy</u>	<u>Clergy Spouse</u>	<u>Lay Leaders</u>
May 12 – 13, 2017	May 12, 2017	May 13, 2017
October 20-21, 2017		October 21, 2017
2018 Dates: TBD	TBD	TBD

Location:

May and October 2017 – Marriott East Hotel, Indianapolis, IN
 2018: TBD

Course Outline:

Clergy Personal Financial Literacy (Spring day 1):

Living debt free, saving for retirement, understanding the Pension Fund, budgeting, insurance and investment counsel, understanding clergy taxes, reporting and tax benefits. This is to be attended by the pastor and spouse, where applicable.

Congregational Best Practices (Spring day 2)

Clergy compensation and benefits, creating and adhering to a balanced budget, handling money, accountability and transparency, financial examinations. This is designed for the pastor, board chair, and treasurer (or two church appointed designees)

Clergy Preaching and Teaching Stewardship (Fall day 1)

Creating compelling sermons on tithing and giving, stewardship as a holistic approach to managing God’s resources, pastoral ethics and integrity in stewardship, outreach and missional giving, and leaving a legacy for future generations. This is designed for clergy only.

Congregational Fundraising (Fall day 2)

Finding alternate sources of income, creating a culture of generosity, effective use of building resources as a stream of income, creating green by going green, programs that pay, and cultivating and managing estate gifts. This is designed for the pastor, board chair, and treasurer (or two church appointed designees)

NOTE: Not all topics will be covered in each session. Consequently, it is imperative that the participants attend each session over a two year period