



**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 \$6,000 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	\$4,000	\$2,000*	\$6,000
Year 2	\$3,000	\$3,000*	\$6,000
Year 3	\$2,000	\$4,000*	\$6,000

*\$9000 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 required to attend Friday sessions in the spring of each year.

Limitations on Funding

The primary purpose of the Compensation Support Grant is to support and enable Indiana Disciples congregations to adequately compensate a commissioned or ordained Disciples minister who holds standing in the Region. 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 5 congregations within the Christian Church in Indiana.
4. **Application deadline is February 11, 2019.**

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. Spouse and two congregational leaders attending financial literacy sessions as outlined in the grant guidelines.
4. Clergy meet with a financial advisor one to three times for subsequent guidance and accountability.
5. Pastor engaging with a cohort group twice annually over two years for pastoral support and coaching.
6. The congregation submitting an annual certification of matching funds.
7. 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 two-day sessions of the academy over two years (spring and fall each year).

Planned Session Dates

<u>Clergy</u>	<u>Clergy Spouse</u>	<u>Lay Leaders</u>
May 3-4, 2019	May 3, 2019	May 4, 2019
October 11-12, 2019		October 12, 2019
May 1-2, 2020	May 1, 2020	May 2, 2020
October 9-10, 2020		October 10, 2020

Location

2019: Interchurch Center, 1100 W. 42nd St., Indianapolis, IN
 2020: 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 required session over a two-year period.