

Rio Texas Conference
Commission on Equitable Compensation and Moving Expenses
Hispanic Ministry Fund

1. The Equitable Compensation Hispanic Ministry Fund shall be used for missional purposes in the development and basic compensation of pastors and laity in pastoral leadership engaged in Hispanic/Latino ministry within the Rio Texas Conference.
2. Priority shall be given to full-time or part-time pastors and laity in pastoral leadership engaged in Hispanic/Latino ministry in colonias along the U.S./Mexico border and/or in the development of new faith communities and new congregations with Hispanic/Latino focus, particularly where there is a significant growth in the Hispanic/Latino population and potential for reaching new people for Christ.
3. Pastors or laity in pastoral leadership receiving these grants shall be administratively linked for support, accountability, and financing to an existing, growing, missional congregation or group of local churches or district.
4. The respective district superintendent shall need to show how funding such pastors or laity in pastoral leadership is an integral part of the overall district missional strategy, advances specific missional district goals, and shall list additional funding sources to support this ministry.
5. Grants shall be approved annually and may be renewed for full-time pastors and/or laity in pastoral leadership for up to three years or those serving in part-time for up to six years. The Commission shall expect that the "sponsoring" congregations or group of churches or district or "stakeholders" shall gradually assume the financial support of the specific ministry.
6. The grant request shall include:
 - a. a ministry action plan
 - b. a list of representatives from the "sponsoring congregation(s)" or "stakeholders" who are giving support, direction, accountability, and financial support
 - c. an annual budget and the sources of income for the ministry
 - d. a written recommendation and approval for the request from the district superintendent and the district mission strategy entity
7. Distribution of these grants shall be to the employer not the employee, in compliance with the policies and procedures that the Commission uses with other grants.
8. The amount per grant shall be determined on a case by case basis but will seek to be within the limits set by the Commission.
9. Subsequent requests from the same ministry shall require an on time progress report, a detailed financial report on expenditures and income, a proportionally less amount requested, the recommendation from district superintendent and the district mission strategy committee, a clear progress on securing other sources of funding, and other pertinent information that may help the Commission assess the ministry.

Adopted by Annual Conference 2016

Rio Texas Conference
Commission on Equitable Compensation and Moving Expenses
Hispanic Ministry Fund Application Form

Title of Project: _____ **Date:** _____

Priority that Project addresses: Colonia Ministry Faith Community New Congregation
 Other: (explain briefly) _____

Contact Person: _____ **Email:** _____
Address: _____ **Phone:** _____
City: _____ **Zip Code:** _____
District: _____

Sponsoring Entity: Local Church; Name of church _____
 List of Group of Churches: _____

 District (specify district entity) _____

Pastoral leadership engaged in project ministry to be full-time or part-time (% of time: ____)
and to be lay or clergy (local pastor, associate member, elder).

Total Budget of Project for Funding Period from _____ to _____: \$ _____

Requested Amount for Funding Period: \$ _____

Please enclose the following items for the application to be complete:

1. A Detailed Annual Budget of the Project and detailed sources of anticipated Revenue (indicating which have already been secured or which are being sought).
2. What is specific area or town or city of the target population, its current population, and its projected population within 5 years?
3. Describe the Project Ministry Action Plan including objectives, goals, specific plans and strategies, timeline, and goals or expectations for pastoral leader engaged in the project ministry.
4. Who are or will be the representatives in the entity responsible for giving direction, support (financial and other), and accountability to the pastoral leader engaged in the project ministry.
5. Please explain if, when, and whom in the sponsoring local church has approved (or local churches have approved) the ministry project; and if not, what process is being used to obtain it and by when.
6. Recommendation of the District Missional Strategy Team with an explanation of how this ministry project addresses the District Missional Strategy, Objectives or Goals for the funding period.
7. Recommendation of the District Superintendent with an explanation of why this ministry project is being recommended and how it supports and addresses the district missional goals and strategies.

Print Name of Contact Person

Signature of Contact Person

Date

Print Name of District Superintendent

Signature of Dist. Superintendent

Date

Print Name of Dist. Strategy Team Chair

Signature of Dist. Strategy Chair

Date