

GUIDELINES

Pearl and Joe Montgomery Ministerial Subsidy Fund

(Donor: Mrs. Jo Ann Montgomery Moore)

This fund exists to subsidize salaries of Christian Church (Disciples of Christ) ministers in small-town congregations, preferably in West Texas and New Mexico. However, it is not limited if the need exists elsewhere. In any case, it can be used only in the United States.

The purpose of this fund is to provide an opportunity for ministers to develop their preaching skills as well as their pastoral responsibilities in small churches without the usual financial sacrifice.

The Pearl and Joe Montgomery Ministerial Subsidy Fund shall be managed by the Christian Church Foundation (charitable tax I.D. No. 35-116452). The Christian Church Foundation shall invest the funds, and make distribution of the income or principal at the instruction of the Selection Committee.

The Christian Church (Disciples of Christ) in the Southwest shall be responsible for the implementation of the program of ministerial subsidy. Upon the request of the Selection Committee the Christian Church Foundation shall distribute funds from the Pearl and Joe Montgomery Ministerial Subsidy Fund to the Christian Church in the Southwest, which in turn shall make the payments to the selected ministers.

The Pearl and Joe Montgomery Ministerial Subsidy Selection Committee

The Selection Committee shall be composed of (1) the regional minister of the Christian Church in the Southwest, (2) the area minister of the Central Area of the CCSW, (3) the area minister of the Tres Rios Area of the CCSW, (4) two active laypersons in the Christian Church (Disciples of Christ) in the Southwest; one from the Tres Rios Area, one from the Central Area.

This committee shall have the right to choose other members (but the total number of members shall not exceed five plus ex-officio members) as needed or to consult with as many persons as necessary, and to select replacements on the committee in case of the inability of any member to serve. If the office of a member area minister position is vacant, an area official may be elected to serve until an area minister has been employed.

The regional minister of the Christian Church (Disciples of Christ) in the Southwest shall serve as chairperson of the Selection Committee, or may appoint one of the two area ministers.

Guidelines

The Selection Committee shall each year, subject to the call of the chair, select individual ministers to receive a grant from the Pearl and Joe Montgomery Ministerial Subsidy Fund under the following guidelines:

1. The minister must have ministerial standing in the Christian Church (Disciples of Christ)
2. Preference shall be given to a graduate of a Christian Church (Disciples of Christ) seminary or a licensed minister of a Christian Church (Disciples of Christ) participating in the School of Theology administered by each area within the Christian Church in the Southwest (CCSW). His/her educational background (seminary or equivalent) shall be a determining factor in consideration of a grant.
3. She/he must be the sole compensated minister of Christian Church (Disciples of Christ) congregation(s) in a small town, or a small ethnic congregation(s) in a city, preferably in West Texas or New Mexico.
4. The Selection Committee shall decide on the amount of the subsidy. The subsidy shall be for a period of one year and renewable annually, upon application. It shall not be granted for more than five concurrent years.
5. The Selection Committee shall have the right to grant multiple subsidies at any time either from the earnings or the principal of the Pearl and Joe Montgomery Ministerial Subsidy Fund.
6. In case of the termination of the employment of a subsidized minister by a congregation, the committee shall convene as soon as possible upon notification of termination to either continue or terminate funding of the subsidy.
7. The committee shall implement a method of communicating the availability of the subsidy, recognizing the congregation must call its own minister.
8. The Selection Committee shall keep in mind the overall purpose of the Pearl and Joe Montgomery Ministerial Subsidy Fund. It is not intended to replace the congregation's responsibility for paying its minister the largest salary it can afford. It is a subsidy grant over and above the regular salary.
9. The Selection Committee shall clearly make it known to the recipient that her/his subsidy is funded by the Pearl and Joe Montgomery Ministerial Subsidy Fund.

10. The program of ministerial subsidy shall terminate when the principal of the Pearl and Joe Montgomery Ministerial Subsidy Fund no longer is sufficient to warrant a memorial. At that time the remaining balance of the principal shall be disbursed to some part of the Christian Church (Disciples of Christ) according to the wishes of the donor, if surviving, or, if the donor is deceased, the remaining principal shall be given to the Board of Church Extension of the Christian Church (Disciples of Christ).
11. The actual expenses of the Selection Committee in attending meetings or any other expense connected with their serving on the committee shall be reimbursed from the Pearl and Joe Montgomery Ministerial Subsidy Fund. Any additional bookkeeping expense in the CCSW office also shall be reimbursed from this fund. It is the intention of the donor that the pension fund and social security payments for the subsidy amount be paid by the Pearl and Joe Montgomery Subsidy Fund over and above the subsidy amount.
12. The Pearl and Joe Montgomery Ministerial Subsidy Fund, the Selection Committee, or the Christian Church (Disciples of Christ) shall not be held responsible monetarily or legally for any action, conduct, or decisions of a congregation or minister benefiting from said subsidy.
13. These guidelines are to be reviewed from time to time, but no less than bi-annually, and changes may be made in procedures as long as the intent of the donor for an irrevocable gift for ministerial subsidy in small congregations is not violated.

Amended 5/25/1988, 02/22/1991, 01/19/2004

APPLICATION FOR GRANT

Pearl and Joe Montgomery Ministerial Subsidy Fund
Christian Church (Disciples of Christ) in the Southwest

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Applicant

Name _____

Mailing Address _____ Telephone ____/____

City, state, zip _____

Ministerial Record Form on file/ attached
Relocation Assistance Form on file / attached

Statement of interest in preaching (attach one separate page if necessary)

Statement of interest in small-town congregations

Estimate of compensation required

Salary \$ _____

Parsonage provided (yes/no) or allowance amount \$ _____

Utilities provided (yes/no) or allowance amount \$ _____

Other benefits _____

Congregation

Name _____

Mailing Address _____ Telephone ____/____

City, state, zip _____

Board Chairperson _____

Mailing address _____ Telephone ____/____

City, state, zip _____

Pulpit committee chairperson _____

Mailing address _____ Telephone ____/____

City, state, zip _____

Statement of perceived potential of congregation

References

List name, address and telephone for three references, one of which shall be the area/regional minister:

Date _____ Signature _____

Filing of this application form:

Please file this form with: Selection Committee, Pearl and Joe Montgomery

Ministerial Subsidy Fund c/o:

Central Area of the Christian Church

1420 North Third

Abilene, Texas 79601

SUPPORTING APPLICATION FOR GRANT

Pearl and Joe Montgomery Ministerial Subsidy Fund
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Identification of congregation

Name _____

Mailing Address _____ Telephone ___/_____

City, state, zip _____

Statistics (estimate where necessary, but be precise as possible)

Participating membership _____ Average worship attendance _____

Annual budget/expenditures \$ _____

Capital (building, equipment) expenditures last year \$ _____

Compensation of minister

Salary \$ _____

Parsonage (yes/no) _____ or housing allowance \$ _____

Utilities paid (yes/no) _____ or utilities allowance \$ _____

Fringe benefits for minister

Pension Fund dues _____ 14% or _____ %

Health Care insurance _____

Others _____

Professional expenses covered by congregation

Auto allowance \$ _____ Assemblies allowance \$ _____

Continuing education \$ _____ Books \$ _____

Others _____

Statement of congregation's opportunity if it could be served by a fulltime minister with high potential (attach separate sheet if necessary)

Community

Population of town/county _____

Description of community (growth/decline, economic base, population characteristics, etc.)

Willingness to participate

Would the congregation be willing to be served by a minister whose salary was supplemented by the Fund. Yes No

Church Officer submitting this supporting application

Name _____

Church Position _____

Mailing address _____ Telephone ____/_____

City, state, zip _____

Filing of this application form:

Please file this form with: Selection Committee, Pearl and Joe Montgomery
Ministerial Subsidy Fund c/o:
Central Area
1420 North Third
Abilene, TX 79601

