

## 2026 CAL-PAC PRELIMINARY REPORT

### REC 26-07 | QUOTAS AND SPECIAL ASKINGS

#### California-Pacific Annual Conference of The United Methodist Church Proposed 2027 Quotas

In addition to supporting Conference and General Church apportionments ("first mile" giving), each of us can make gifts to specific ministries. This is often referred to as "second-mile" giving. The following Quota requests were made by the Executive Director of Connectional Ministries to Council on Finance & Administration which is recommended to the Annual Conference for these specific ministries work in 2027.

With the expectation that the new Apportionment formula rule will pass, the Quotas will be distributed to each church on a pro-rata basis determined by the new formula.

	2025		2026		2027	
	Approved	Actual	Approved	Requested		
Border Ministry	\$75,000	\$32,199	\$75,000	\$75,000	Funds raised will pay for the programmatic expenses for these ministries	
Campus Ministry	100,000	41,799	100,000	100,000		
Hunger Appeal	30,000	12,755	30,000	30,000		
Strength For the Journey	12,000	5,104	12,000	12,000		
Young People's Ministry	60,000	25,556	60,000	60,000		
Youth Service Fund	32,000	13,319	32,000	32,000		BOD ¶ 1208.
<b>Total for Quotas</b>	<b>\$309,000</b>	<b>\$130,732</b>	<b>\$309,000</b>	<b>\$309,000</b>		

### REC 26-08 | SALARY RANGES FOR CAL-PAC CONFERENCE STAFF POSITIONS

#### Information only-not part of the SRC recommendation:

District Superintendents' salaries are set by formula (Fiscal Rules, Journal Section XII E.1.a). Salaries of the Executive Director of Connectional Ministries and the Assistant to the Bishop are in line with District Superintendent salaries (Employee Handbook section 4.3). For 2027, the calculated salary for these positions is \$157,425.

**The salary ranges presented in this Recommendation** are to establish minimums and maximums in order to be competitive with the marketplace in hiring and retaining staff. Employees who currently hold Conference staff positions (Conference Center, District Offices and Camps) receive cost of living and other increases, within the established ranges, as determined by the Council on Finance & Administration (CFA), the Staff Relations Committee (SRC), Executive Management and state and federal laws.

The Staff Relations Committee of the California-Pacific Conference recommends that salary ranges for conference staff positions for the calendar year 2027 be set as follows, with revisions interim of Annual Conference due to state and local increases or as established by the SRC as authorized by Book of Discipline and Conference rules:\*