

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.
Total for Quotas	\$309,000	\$130,732	\$309,000	\$309,000		

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:*

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Exempt Positions

Position	Min	Med	Max
Chief Financial and Benefits Officer	\$137,160	\$173,223	\$181,069
Controller	109,879	119,244	137,697
Director of Communications	91,798	103,272	143,434
Director of Leadership Congregational Vitality	91,531	102,973	143,018
Director of Justice Compassion	91,531	102,973	143,018
Director of Camp Operations	78,552	88,371	122,738
Associate Director Lay Clergy Credentialing Development	82,750	91,798	114,747
Associate Director of Data Services and Special Projects	83,402	92,670	115,837
Associate Director for Resourcing Property	85,923	96,662	134,253
Assistant District Director appt 50 Conference/50 church	85,923	96,662	134,253
Benefits Manager	76,688	93,523	100,069
Human Resources Manager	75,463	91,520	97,658
Camp Director	72,842	91,511	103,990
Camp Program Manager	72,842	80,782	91,798
Camp Operations Manager	72,842	80,782	91,798
Camp Food Service Manager	\$72,842	\$80,782	\$91,798

Non-Exempt Positions

Position	Min	Med	Max
Administrative Assistant I Finance Office	\$32.27	\$39.45	\$46.62
Administrative Assistant II Connectional Ministries	25.86	31.61	37.36
Senior Accountant/Payroll Administrator	35.59	43.49	51.39
Accounts Payable Specialist	24.22	29.60	34.98
Accounts Receivable Specialist	24.22	29.60	34.98
Archivist	22.02	26.91	31.80
IT Systems Coordinator	41.43	50.63	59.83
Digital Community Engagement Specialist	30.77	33.95	37.13
Administrative Assistant, District Office	\$32.27	\$39.45	\$46.62

**Salary comparisons are obtained from the annual survey conducted in Southern California by the Center for Non-Profit Management, and to some extent from the American Camp Association.*

Survey Data Analysis

Conference Center and District Staff Salaries

- The analysis does not include salaries determined by established rules and formulas, ie: District Superintendents, Executive Director and Assistant to the Bishop.
- The Center for Non-Profit Management Survey breaks down the data several ways for purposes of comparison: budget size, geographic location, field of service and “all organizations” being the most pertinent. For our Salary Range Recommendation, the salary ranges associated with the organizations’ or department’s budget size, or where appropriate, the field of service, was used for exempt positions, in keeping with the scope and responsibilities of these positions. For some non-exempt positions, the geographical area associated with the organizations in the survey was

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the breakdown used, in order to be competitive in the local area from which applicants are more often drawn for these positions.

- The California minimum wage for all employers in California in 2027 is currently \$16.90, except where local ordinances set a higher rate. The amount of the increase cannot be any higher than 3.5%. Therefore, it's recommended that we base our assumptions on a 3% increase for 2027, which results in a minimum wage of \$17.41.

The recommended salary ranges for 2027 are aged from the 2026 ranges by 3%, which is the COLA recommended by CFA and SRC for 2027 and is consistent with the aging formula recommended by the Center for Non-Profit Management. Exceptions are for the salaries that are calculated by formula.

Exempt Minimum Salary

- California laws require that an employee classified as exempt must earn a monthly salary equivalent to no less than two times the state minimum wage for full-time employment. For 2027, based on an anticipated state minimum wage of \$17.41 per hour, as described above, an exempt employee must be paid no less than \$72,413. (Calculation: \$17.41 x 2080 hours x 2) Entry-level management positions classified as exempt must be placed at \$72,413, even if a smaller number might appear to be warranted by survey data.

Camping Salaries

- For the Camp Director and Management positions, the overall numbers and totals in the American Camp Association survey have outlived their usefulness in California, due to the above-mentioned Exempt Minimum Salary levels.

The minimum salaries for the exempt camping positions reflect what is assumed to be the exempt minimum salary in California if the inflation adjustment is implemented. The median and maximum salaries for these positions are set at 3% over the median and maximums for 2027 so as to maintain a distinction between director and management level positions.

REC 26-09 BUDGET WITH NARRATIVE					
California Pacific Annual Conference of the United Methodist Church 2027 Proposed Apportionment Budget					
	2025 Budget	2026 Budget	2027 Total Budget	Non-Apport. Prog. Funds	2027 Apport. Budget
Revenue					
General Church	2,395,675	2,487,511	2,531,586		2,531,586
Jurisdictional Church	75,954	75,954	75,954		75,954
Annual Conference	8,292,295	7,512,425	7,307,529		7,307,529
Subtotal	10,763,924	10,075,890	9,915,069		9,915,069
Gap on Apportionment Payments	1,036,000	673,062	(94,536)*		1,245,507
Total Revenue	9,727,924	9,402,828	10,009,605		8,669,562

** Preliminary Gap number does not include non-apportioned program funds of \$1,340,043.*