

Worker's Compensation

Ministers and other church employees, such as janitors, organists, secretaries, etc., who are provided financial remuneration for services rendered, may claim compensation when injured while discharging their respective duties. The cost of the insurance is covered proportionately by each local congregation. All churches (including church plants) must provide coverage for their pastoral and church staff in accordance with state laws.

Disability Income Plan

Provision has been made by the Benefits Corporation for a Disability Income Plan. Enrollment in this plan requires an annual premium payment from each individual church for each assigned pastor to be paid directly to the Benefits Corporation. When a disability occurs, the Benefits Administrator should be notified. He will send the appropriate forms. Disability income, paid at a rate of 70 percent of the most recent pastoral salary agreement, will begin with the 61st day of disability subject to the provisions of the plan set forth in the Benefits Corporation by-laws.

Manna Fund

This fund supports retired E.C. pastors and pastors' widows who are receiving benefits through the E.C. Benefits Corporation. When the income level of a pastor, his widow or them as a couple does not exceed two times the Federal Poverty Level (FPL), he/she/they shall be eligible to apply for financial assistance through the Manna Fund. The 2026 FPL for a single person is \$15,960, so eligibility for the Manna Fund is \$31,920 for a single person. The 2026 FPL for a couple is \$21,640, so eligibility for the Manna Fund is \$43,280 for a couple. Each year when the Federal Poverty Level is modified, the eligibility level to apply for Manna Fund assistance will increase proportionally. Application may be made by indicating your desire to be considered for the benefit when completing the annual Financial Disclosure Form. The names of Manna Fund recipients are kept confidential. The application form can be found on the eccenter.com website in the Benefits information.

Provided by the
Conference Network Team
of the Evangelical Congregational
Church

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PASTORAL CARE

**Evangelical Congregational
Church**

Conference Year 2026-2027

E.C. Care

E.C. Care is a Christian counseling referral program designed to assist pastors under appointment to an E.C. Church, their wives and children under the age of 18. E.C. Care will pay the full cost of the first six Christian counseling sessions. To receive this benefit, a pastor must notify his District Field Director (DFD) or the Bishop. The Executive Director will make payment arrangements with the pastor or the Christian counselor. When payments are made directly to the Christian counselor, a case number is used to maintain strict confidentiality. The use of E.C. Care funds is held in strictest confidence by Denominational Leadership and the pastor and/or his family.



Andrew Fund

This Fund shall be used to meet the genuine financial needs of our pastoral families at the discretion of the Conference Network Team (CNT) upon recommendation by a pastor's DFD. The amount of assistance will vary according to the need. When the need is extraordinary, an appeal may be made to the pastors and churches of the District and then the National Conference. Such an appeal will only be made with the consent of the pastoral family in need.

Financial Counseling

On occasion, a pastor may need financial counseling to assist the pastor in achieving a debt-free lifestyle. When such counseling is recommended, counseling costs will be covered through the E.C. Care program. Pastors requesting financial counseling may do so by contacting their DFD.

Pastoral Care

A vital aspect of being a connectional denomination is the pastoral care that is provided through the DFD and other pastoral members of each District. Each DFD will be in personal contact with the pastors to help provide accountability, encouragement, help and resources. He is available to assist pastors in maintaining healthy personal and family ministries. The DFDs are available to counsel and confer with pastors and provide accountability for credentialed personnel and facilitate more advanced care within the district resulting in spiritual health for our local pastors and congregations.

We encourage all our pastors to develop and invest themselves in strong collegial relationships between pastors in order to foster a team/family mentality. Pastors are connected to each other and are responsible to and for each other. What we are doing as pastors in the districts, and across the denomination, is seeking to creatively carryout the "one anothers" to "do life," to help each other do ministry better together.