

ITEM #10SUBJECT: **Minimum Salary Support for 2017.**

RESULT: Concurrence with amendment.

MOTION: **The Commission on Equitable Compensation recommends the following Minimum Salary Schedule be adopted for 2017, and that a mandatory minimum for professional expenses and continuing education, exclusive of mileage reimbursements, for each full time clergy person under appointment be set at \$1,500. In cases of less than full time appointment, it is recommended that the budgeted amount be prorated in accordance with the appointment (i.e., ½ Time = \$750, etc.).**

To assist, we have three charts: one showing the first 10 years of service mandatory minimums, one showing the recommended minimum for 11-20 years of service, and one showing the recommended minimum or 21-30 years of service. Each chart is based on the recommended increase or decrease approved at Annual Conference.

Mandatory Minimum - In accordance with ¶625.3 of the *2012 Book of Discipline*, the Minimum Salary Schedule reflects the mandatory minimum cash salary which pastors shall be paid based on their status and years of service.

2017 Minimum Salary Schedule - Mandatory

	<u>Full Time Local Pastor</u>		<u>Associate Member</u>	
	<u>2016</u>	<u>2017</u>	<u>2016</u>	<u>2017</u>
Year 1	34,446	34,963	*	*
Year 2	34,791	35,313	*	*
Year 3	35,136	35,663	*	*
Year 4	35,480	36,012	*	*
Year 5	35,826	36,363	37,442	38,004
Year 6	36,171	36,714	37,813	38,380
Year 7	36,515	37,063	38,185	38,758
Year 8	36,860	37,413	38,562	39,140
Year 9	37,206	37,764	38,942	39,526
Year 10	37,550	38,113	40,211	40,814
YOS	376	572	402	612

	<u>Provisional Member</u>		<u>Full Member</u>	
	<u>2016</u>	<u>2017</u>	<u>2016</u>	<u>2017</u>
Year 1	38,440	39,017	**	**
Year 2	38,823	39,405	**	**
Year 3	39,207	39,795	41,016	41,631
Year 4	39,592	40,186	41,434	42,056
Year 5	39,975	40,575	41,849	42,477
Year 6	40,360	40,965	42,262	42,896
Year 7	40,743	41,354	42,636	43,276
Year 8	41,128	41,745	43,092	43,738
Year 9	41,512	42,135	43,509	44,162
Year 10	41,897	42,525	43,924	44,583
YOS	419	638	439	669

**\$200 shall be added to the Minimum for a 2-Point Charge
\$350 shall be added to the Minimum for a 3-Point Charge.**

Recommended Minimum While not mandatory, local congregations are strongly encouraged to give consideration to paying pastors with more than 10 years of service an additional 1% of the tenth year minimum for each additional year of service they have completed. As examples: A Full Member with 15 years of service must be paid a minimum of \$44,363, but the congregation is encouraged to consider paying an additional \$2,220 (5 x \$444), for a total of \$46,583 based on 5 additional years of service. A Local Pastor with 20 years of service must be paid a minimum \$37,926, but the congregation is encouraged to consider paying an additional \$3,790 (10 x \$379), for a total of \$41,716 based on 10 additional years of service.

**2017 Minimum Salary Schedule –
Recommended (11-20 years of service)**

	<u>Full Time Local Pastor</u>	<u>Associate Member</u>
	<u>2017</u>	<u>2017</u>
Year 11	38,685	41,426
Year 12	39,257	42,038
Year 13	39,829	42,650
Year 14	40,401	43,262
Year 15	40,973	43,874
Year 16	41,545	44,486
Year 17	42,117	45,098
Year 18	42,689	45,710
Year 19	43,261	46,322
Year 20	43,833	46,934

	<u>Provisional Member</u>	<u>Full Member</u>
	<u>2017</u>	<u>2017</u>
Year 11	43,163	45,252
Year 12	43,801	45,921
Year 13	44,439	46,590
Year 14	45,077	47,259
Year 15	45,715	47,928
Year 16	46,353	48,597
Year 17	46,991	49,266
Year 18	47,603	49,935
Year 19	48,241	50,604
Year 20	48,879	51,273

**2017 Minimum Salary Schedule –
Recommended (21-30 years of service)**

	<u>Full Time Local Pastor</u>	<u>Associate Member</u>
	<u>2017</u>	<u>2017</u>
Year 21	44,405	47,546
Year 22	44,977	48,158
Year 23	45,549	48,770
Year 24	46,121	49,382
Year 25	46,693	49,994

Year 26	47,265	50,606
Year 27	47,837	51,218
Year 28	48,409	51,830
Year 29	48,981	52,442
Year 30	49,553	53,054
YOS>30	572	612

	<u>Provisional Member</u>	<u>Full Member</u>
	<u>2017</u>	<u>2017</u>
Year 21	49,517	51,942
Year 22	50,155	52,611
Year 23	50,793	53,280
Year 24	51,431	53,949
Year 25	52,069	54,618
Year 26	52,707	55,287
Year 27	53,345	55,956
Year 28	53,983	56,625
Year 29	54,621	57,294
Year 30	55,259	58,593
YOS>30	638	669

Counting Years of Service To Determine Minimum Compensation

Pastors serving under appointment full or part time will have years of service counted equally for the purpose of moving through the salary schedule. Pastors serving more than six months under appointment in a year will be credited with a full year's service for the purpose of moving through the salary schedule. Pastors serving six months or less under appointment in a year will remain in the year of the salary schedule they are in. When an additional full year of service is completed, pastors will move to the next year in the salary schedule. For salary schedule purposes, years of service are carried over equally from one category to another as clergy status changes.