

1 **R#27**

LC #12

MINIMUM BASE COMPENSATION SUPPORT FOR 2019

Motion:

In accordance with paragraph 625.3 of *The Book of Discipline of The UMC – 2016*, the Minimum Base Compensation Schedule reflects the mandatory minimum cash salary which pastors shall be paid on their status and years of service. While not mandatory, local congregations are strongly encouraged to give consideration to paying pastors with more than 10 years of service an additional 2% of the tenth year minimum for each additional year of service they have completed.

In addition, the Commission proposes that churches budget a mandatory minimum of \$1500 for professional expenses and continuing education, exclusive of mileage reimbursements, for each full-time clergy person under appointment. 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.)

The minimum budget amount for Professional Expenses is requested in an attempt to balance allocations from church to church, to help guide SPRCs and congregations in adequately equipping clergy to meet the Disciplinary requirements for continuing education, and to adequately maintain a professional library, journal subscriptions, office equipment (i.e. software, computers, cell phones, etc.) and other expenses related to the conduct of ministry.

The schedule shows the first 10 years of service mandatory minimums, followed by the recommended minimum for 11-40 years of service based on the recommended increase or decrease approved at Annual Conference. Under no circumstances should a Pastor's salary be reduced if already larger than the recommended minimum salary.

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 of 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 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.

The Commission on Equitable Compensation recommends the following Minimum Base Compensation Schedule be adopted for 2019. See Tables on pages 23-24.

Rationale:

The proposed salary schedule for 2019 reflects a 2% increase to the 2018 minimum compensation rates. This is based on the increase in the Consumer Price Index for the Midwestern United States during 2017.

Submitted by:

Rev. Mark E. Zender, Chair and Acting Convener,
 Commission on Equitable Compensation of the Detroit Annual Conference
 Nancy Patera, Chair,
 Commission on Equitable Compensation of the West Michigan Annual Conference

2019 MINIMUM BASE COMPENSATION SCHEDULE

YEARS	Local Pastor			Associate Member			Provisional Member			Full Member		
	DAC 2018	WMAC 2018	2019	DAC 2018	WMAC 2018	2019	DAC 2018	WMAC 2018	2019	DAC 2018	WMAC 2018	2019
1	\$35,173	\$35,662	\$36,375	*	*	*	\$39,252	\$39,797	\$40,593	***	***	***
2	\$35,524	\$36,019	\$36,739	*	*	*	\$39,644	\$40,193	\$40,997	***	***	***
3	\$35,879	\$36,376	\$37,104	*	*	*	\$40,040	\$40,591	\$41,403	***	\$42,464	\$43,313
4	\$36,239	\$36,732	\$37,467	*	*	*	\$40,439	\$40,990	\$41,810	\$42,310	\$42,897	\$43,755
5	\$36,600	\$37,090	\$37,832	\$38,232	\$38,764	\$39,539	\$40,804	\$41,387	\$42,215	\$42,731	\$43,327	\$44,194
6	\$36,968	\$37,448	\$38,197	\$38,613	\$39,148	\$39,931	\$41,252	\$41,784	\$42,620	\$43,158	\$43,754	\$44,629
7	\$37,337	\$37,804	\$38,560	\$38,999	\$39,533	\$40,324	\$41,665	\$42,181	\$43,025	\$43,591	\$44,142	\$45,025
8	\$37,710	\$38,161	\$38,924	\$39,389	\$39,923	\$40,721	\$42,083	\$42,580	\$43,432	\$44,026	\$44,613	\$45,505
9	\$38,086	\$38,519	\$39,289	\$39,784	\$40,317	\$41,123	**	\$42,978	\$43,838	\$44,467	\$45,045	\$45,946
10	\$38,468	\$38,875	\$39,653	\$40,181	\$41,630	\$42,463	**	\$43,376	\$44,244	\$44,912	\$45,475	\$46,385
11		\$39,653	\$40,446		\$42,463	\$43,312		\$44,244	\$45,129		\$46,385	\$47,313
12		\$40,431	\$41,240		\$43,296	\$44,162		\$45,112	\$46,014		\$47,295	\$48,241
13		\$41,209	\$42,033		\$44,129	\$45,012		\$45,980	\$46,900		\$48,205	\$49,169
14		\$41,987	\$42,827		\$44,962	\$45,861		\$46,848	\$47,785		\$49,115	\$50,097
15		\$42,765	\$43,620		\$45,795	\$46,711		\$47,716	\$48,670		\$50,025	\$51,026
16		\$43,543	\$44,414		\$46,628	\$47,561		\$48,584	\$49,556		\$50,935	\$51,954
17		\$44,321	\$45,207		\$47,461	\$48,410		\$49,452	\$50,441		\$51,845	\$52,882
18		\$45,099	\$46,001		\$48,294	\$49,260		\$50,320	\$51,326		\$52,755	\$53,810
19		\$45,877	\$46,795		\$49,127	\$50,110		\$51,188	\$52,212		\$53,665	\$54,738
20		\$46,655	\$47,588		\$49,960	\$50,959		\$52,056	\$53,097		\$54,575	\$55,667

YEARS	Local Pastor			Associate Member			Provisional Member			Full Member		
	DAC 2018	WMAC 2018	2019	DAC 2018	WMAC 2018	2019	DAC 2018	WMAC 2018	2019	DAC 2018	WMAC 2018	2019
21		\$47,433	\$48,382		\$50,793	\$51,809		\$52,924	\$53,982		\$55,485	\$56,595
22		\$48,211	\$49,175		\$51,626	\$52,659		\$53,792	\$54,868		\$56,395	\$57,523
23		\$48,989	\$49,969		\$52,459	\$53,508		\$54,660	\$55,753		\$57,305	\$58,451
24		\$49,767	\$50,762		\$53,292	\$54,358		\$55,528	\$56,639		\$58,215	\$59,379
25		\$50,545	\$51,556		\$54,125	\$55,208		\$56,396	\$57,524		\$59,125	\$60,308
26		\$51,323	\$52,349		\$54,958	\$56,057		\$57,264	\$58,409		\$60,035	\$61,236
27		\$52,101	\$53,143		\$55,791	\$56,907		\$58,132	\$59,295		\$60,945	\$62,164
28		\$52,879	\$53,937		\$56,624	\$57,756		\$59,000	\$60,180		\$61,855	\$63,092
29		\$53,657	\$54,730		\$57,457	\$58,606		\$59,868	\$61,065		\$62,765	\$64,020
30		\$54,435	\$55,524		\$58,290	\$59,456		\$60,736	\$61,951		\$63,675	\$64,949
31		\$55,213	\$56,317		\$59,123	\$60,305		\$61,604	\$62,836		\$64,585	\$65,877
32		\$55,991	\$57,111		\$59,956	\$61,155		\$62,472	\$63,721		\$65,495	\$66,805
33		\$56,769	\$57,904		\$60,789	\$62,005		\$63,340	\$64,607		\$66,405	\$67,733
34		\$57,547	\$58,698		\$61,622	\$62,854		\$64,208	\$65,492		\$67,315	\$68,661
35		\$58,325	\$59,492		\$62,455	\$63,704		\$65,076	\$66,378		\$68,225	\$69,590
36		\$59,103	\$60,285		\$63,288	\$64,554		\$65,944	\$67,263		\$69,135	\$70,518
37		\$59,881	\$61,079		\$64,121	\$65,403		\$66,812	\$68,148		\$70,045	\$71,446
38		\$60,659	\$61,872		\$64,954	\$66,253		\$67,680	\$69,034		\$70,955	\$72,374
39		\$61,437	\$62,666		\$65,787	\$67,103		\$68,548	\$69,919		\$71,865	\$73,302
40		\$62,215	\$63,459		\$66,620	\$67,952		\$69,416	\$70,804		\$72,775	\$74,231

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