

2020 Minimum Salary Schedule Explanation

The Commission on Equitable Compensation asks that churches budget a mandatory minimum of \$1,500 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.)

In accordance with ¶1625.3 of the 2016 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. While not mandatory, local congregations are strongly encouraged to give consideration to paying pastors with more than 10 years of service an additional 2.8% 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 \$47,684, but the congregation is encouraged to consider paying an additional \$4771, for a total of \$52,455 based on 5 additional years' service. A Local Pastor with 20 years of service must be paid a minimum \$40,763, but the congregation is encouraged to consider paying an additional \$8157, for a total of \$48,920 based on 10 additional years' service.

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