

The Commission on Equitable Compensation (CEC) moves the following Minimum Salary Schedule be adopted for 2022 by the Michigan Conference. Motion Passed.

In addition, the CEC asks churches to budget a minimum of \$1,500 for professional expenses and continuing education, exclusive of mileage reimbursements for each full-time clergy person under appointment. For clergy serving less than full-time, the amount set should equal no less than the appointment percentage (i.e., a half-time appointment’s minimum would be at least \$750, etc.)

Churches are strongly urged to compensate clergy whose years of service are beyond this chart's years by considering both years of service as clergy and inflation forces. While electing not to provide clergy with a raise might alleviate pressure on the church budget, it places unfair stress on clergy and is demoralizing.

Years of Service	Local Pastor			Associate Member			Provisional Member			Full Member		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
Year 1	\$37,394	\$37,992	\$38,752	*	*	*	\$41,730	\$42,397	\$43,245	***	***	***
Year 2	\$37,768	\$38,372	\$39,140	*	*	*	\$42,145	\$42,819	\$43,677	***	***	***
Year 3	\$38,143	\$38,753	\$39,528	*	*	*	\$42,562	\$43,243	\$44,109	\$44,526	\$45,238	\$46,143
Year 4	\$38,516	\$39,132	\$39,916	*	*	*	\$42,981	\$43,668	\$44,541	\$44,980	\$45,700	\$46,604
Year 5	\$38,891	\$39,514	\$40,304	\$40,646	\$41,296	\$42,122	\$43,397	\$44,091	\$44,973	\$45,431	\$46,158	\$47,065
Year 6	\$39,267	\$39,895	\$40,692	\$41,049	\$41,706	\$42,543	\$43,813	\$44,514	\$45,505	\$45,879	\$46,613	\$47,526
Year 7	\$39,640	\$40,274	\$41,080	\$41,453	\$42,116	\$42,964	\$44,230	\$44,937	\$45,837	\$46,286	\$47,026	\$47,987
Year 8	\$40,014	\$40,654	\$41,468	\$41,861	\$42,531	\$43,385	\$44,648	\$45,362	\$46,269	\$46,779	\$47,528	\$48,448
Year 9	\$40,389	\$41,035	\$41,856	\$42,274	\$42,951	\$43,806	**	**	**	\$47,232	\$47,988	\$48,909
Year 10	\$40,763	\$41,415	\$42,244	\$43,652	\$44,350	\$44,227	**	**	**	\$47,684	\$48,447	\$49,370

Year one of each category was adjusted/increased 2% for CPI/inflation. Years two through ten were increased by an additional 1% of the beginning amount in each category. The adjustment/increase for 2022 is due to the portions of the Consumer Price Index that would more adversely impact those at the entry-level salaries. Please refer to www.bls.gov for the figures.

¶322.1 (3) of the 2016 United Methodist Book of Discipline explains * ¶327 of the 2016 United Methodist Book of Discipline explains **
 ¶330 of the 2016 United Methodist Book of Discipline explains ***

Respectfully,
 Don Gotham
 Interim Chair, CEC