

Minimum Salary Schedule adopted for 2023 by the Michigan Conference.

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. For years after 10 it is recommended to add 1% of the year 10 amount for each year the clergy person has served beyond the 10th year. For example, for a Full Elder in the 15th year of ministry, the suggested amount would be \$52,390 + \$2,619.5 (that is, 523.90. x 5 = 2619.5) or a total of \$55,009.50.

	Local Pastor			Associated Member			Provisional Member (Elder)			Elder in Full Connection / Full Membership		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Year 1	\$37,992	\$38,752	\$41,038	*	*	*	\$42,397	\$43,245	\$45,796	***	***	***
Year 2	\$38,372	\$39,140	\$41,449	*	*	*	\$42,819	\$43,677	\$46,254	***	***	***
Year 3	\$38,753	\$39,528	\$41,863	*	*	*	\$43,243	\$44,109	\$46,717	\$45,238	\$46,143	\$48,865
Year 4	\$39,132	\$39,916	\$42,282	*	*	*	\$43,668	\$44,541	\$47,184	\$45,700	\$46,604	\$49,354
Year 5	\$39,514	\$40,304	\$42,705	\$41,296	\$42,122	\$44,607	\$44,091	\$44,973	\$47,656	\$46,158	\$47,065	\$49,848
Year 6	\$39,895	\$40,692	\$43,132	\$41,706	\$42,543	\$45,053	\$44,514	\$45,505	\$48,133	\$46,613	\$47,526	\$50,346
Year 7	\$40,274	\$41,080	\$43,563	\$42,116	\$42,964	\$45,504	\$44,937	\$45,837	\$48,614	\$47,026	\$47,987	\$50,850
Year 8	\$40,654	\$41,468	\$43,999	\$42,531	\$43,385	\$45,959	\$45,362	\$46,269	\$49,100	\$47,528	\$48,448	\$51,358
Year 9	\$41,035	\$41,856	\$44,439	\$42,951	\$43,806	\$46,418	**	**	**	\$47,988	\$48,909	\$51,872
Year 10	\$41,415	\$42,244	\$44,883	\$44,350	\$44,227	\$46,883	**	**	**	\$48,447	\$49,370	\$52,390

Year one of each category was increased by 5.9% based on the Social Security increase for 2022. Years two through ten were increased by an additional 1% of the beginning amount in each category. We also looked at the of the Consumer Price Index average of 4.7% and yearly 7.0%. 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 **

¶335 of the 2016 United Methodist Book of Discipline explains ***