

Minimum Salary Schedule adopted for 2025 by the Michigan Conference.

Motion: The Commission on Equitable Compensation (CEC) moves the following Minimum Salary Schedule to be adopted by the 2024 Michigan Annual 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 2% of the year 10 amount for each year the clergy person has served beyond the 10th year.

	Local Pastor			Associate Member			Provisional Member			Full Member		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Year 1	\$41,038	\$42,269	\$43,114	*	*	*	\$45,796	\$47,170	\$48,113	***	***	***
Year 2	\$41,449	\$42,692	\$43,546	*	*	*	\$46,254	\$47,642	\$48,595	***	***	***
Year 3	\$41,863	\$43,119	\$43,981	*	*	*	\$46,717	\$48,119	\$49,081	\$48,865	\$50,331	\$51,338
Year 4	\$42,282	\$43,550	\$44,421	*	*	*	\$47,184	\$48,600	\$49,572	\$49,354	\$50,835	\$51,852
Year 5	\$42,705	\$43,986	\$44,866	\$44,607	\$45,945	\$46,864	\$47,656	\$49,086	\$50,068	\$49,848	\$51,343	\$52,370
Year 6	\$43,132	\$44,426	\$45,315	\$45,053	\$46,405	\$47,333	\$48,133	\$49,577	\$50,569	\$50,346	\$51,856	\$52,893
Year 7	\$43,563	\$44,870	\$45,767	\$45,504	\$46,869	\$47,806	\$48,614	\$50,072	\$51,073	\$50,850	\$52,376	\$53,424
Year 8	\$43,999	\$45,319	\$46,225	\$45,959	\$47,338	\$48,285	\$49,100	\$50,573	\$51,584	\$51,358	\$52,899	\$53,957
Year 9	\$44,439	\$45,772	\$46,687	\$46,418	\$47,811	\$48,767	**	**	**	\$51,872	\$53,428	\$54,497
Year 10	\$44,883	\$46,229	\$47,154	\$46,883	\$48,289	\$49,255	**	**	**	\$52,390	\$53,962	\$55,041

¶1322.1 (3) of the 2016 United Methodist Book of Discipline explains*

¶1327 of the 2016 United Methodist Book of Discipline explains**

¶1335 of the 2016 United Methodist Book of Discipline explains***