2027 Minimum Salary Schedule

The Commission on Equitable Compensation (CEC) moves the following Minimum Salary Schedule to be adopted by the 2026 Michigan Annual Conference.

All SPRCs are required to calculate the suggested minimum compensation for their clergy before determining final compensation. 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.

Counting Years of Service To Determine Minimum Compensation

Clergy serving under appointment, whether in full or part-time capacity, will have years of service counted equally for the purpose of progressing through the salary levels. A part-time appointment is not considered to be less than a full-time appointment in the calculation of total years of service. Clergy serving more than six months under appointment in a calendar year will be credited with a full year's service for the purpose of progressing through the salary levels. Clergy serving six months or less under appointment in a calendar year will remain at their current year of service. When an additional full year of service is completed, Clergy will move to the next salary level. For calculating years of service as a clergy person changes status (i.e., from Local Pastor to Associate Member or from Provisional Member to Full Member) the entire number of years under appointment is considered. Years of service do not start over when a clergy person's status changes, it remains continuous. (For example: a seminary graduate serves as a local pastor for two years, is commissioned as a Provisional Elder and serves in that capacity for three years, then is Ordained. In determining years of service, the entire number of years is considered. In this example the clergy person would have a total of five years of service for determining minimum salary.)

	Local Pastor			Associate Member			Provisional Member			Full Member		
	2025	2026	2027	2025	2026	2027	2025	2026	2027	2025	2026	2027
Year 0/1	$43,114	$43,976	$44,856	*	*	*	$48,113	$49,075	$50,057	***	***	***
Year 2	$43,546	$44,417	$45,305	*	*	*	$48,595	$49,567	$50,558	***	***	***
Year 3	$43,981	$44,861	$45,758	*	*	*	$49,081	$50,063	$51,064	$51,338	$52,365	$53,412
Year 4	$44,421	$45,309	$46,215	*	*	*	$49,572	$50,563	$51,574	$51,852	$52,889	$53,947
Year 5	$44,866	$45,763	$46,678	$46,864	$47,801	$48,757	$50,068	$51,069	$52,090	$52,370	$53,417	$54,485
Year 6	$45,315	$46,221	$47,145	$47,333	$48,280	$49,246	$50,569	$51,580	$52,612	$52,893	$53,951	$55,030
Year 7	$45,767	$46,682	$47,616	$47,806	$48,762	$49,737	$51,073	$52,094	$53,136	$53,424	$54,492	$55,582
Year 8	$46,225	$47,150	$48,093	$48,285	$49,251	$50,236	$51,584	$52,616	$53,668	$53,957	$55,036	$56,137
Year 9	$46,687	$47,621	$48,573	$48,767	$49,742	$50,737	**	**	**	$54,497	$55,587	$56,699
Year 10	$47,154	$48,097	$49,059	$49,255	$50,240	$51,245	**	**	**	$55,041	$56,142	$57,265

¶322.1 (3) of the 2020/2024 United Methodist Book of Discipline explains*
¶327 of the 2020/2024 United Methodist Book of Discipline explains**
¶335 of the 2020/2024 United Methodist Book of Discipline explains***