

COMMISSION ON EQUITABLE COMPENSATION

Annual Responsibility for Recommendation: What is the 2023 schedule of Equitable Compensation required by ¶342.1 & .2 and ¶625.2 & .3 of the *2016 Book of Discipline*?

Recommendation 1 - Base Cash Compensation and Housing - 2023

(Please note: The following schedule is the minimum allowable cash compensation for all pastors and both the minimum and maximum schedules of the cash compensation for churches receiving an equitable compensation subsidy from the Conference.)

Full Service Years	Elder in Full Connection	Provisional or Associate Member	Full-Time Local Pastor
0	\$42,862	\$40,721	\$38,578
1	\$43,576	\$41,400	\$39,221
2	\$44,293	\$42,078	\$39,863
3	\$45,006	\$42,756	\$40,506
4	\$45,720	\$43,435	\$41,149
5	\$46,436	\$44,114	\$41,792
6	\$47,150	\$44,792	\$42,435
7	\$47,864	\$45,472	\$43,079
8	\$48,580	\$46,149	\$43,720
9	\$49,293	\$46,829	\$44,362
10	\$50,006	\$47,507	\$45,006
11	\$50,721	\$48,185	\$45,648
12	\$51,436	\$48,864	\$46,291
13	\$52,151	\$49,542	\$46,934
14	\$52,865	\$50,222	\$47,579
15	\$53,578	\$50,901	\$48,221
16	\$54,293	\$51,579	\$48,864
17	\$55,008	\$52,257	\$49,509
18	\$55,721	\$52,935	\$50,150
19	\$56,434	\$53,616	\$50,794
20	\$57,151	\$54,293	\$51,436
21	\$57,723	\$54,835	\$51,950
22	\$58,300	\$55,383	\$52,470
23	\$58,883	\$55,936	\$52,995
24	\$59,472	\$56,496	\$53,525
25	\$60,067	\$57,061	\$54,060
26	\$60,517	\$57,489	\$54,465
27	\$60,971	\$57,919	\$54,873
28	\$61,428	\$58,354	\$55,284
29	\$61,889	\$58,791	\$55,699
30 or more	\$62,353	\$59,231	\$56,116

The above schedule reflects a 7.0% increase from the 2022 schedule. This recommended

increase is based on consideration of many factors, including changes in the consumer price index, increases in Social Security, changes in average compensation for clergy in our conference, changes in compensation for lay employees of the conference, and available funds in the conference budget.

In addition to the cash compensation per the above schedule, the local church will provide housing comparable to the housing standards of the local church community, by means of a parsonage or a housing allowance. If a housing allowance is provided, the amount shall be determined by the local church in consultation with the District Superintendent. If a parsonage is provided, it must meet the standards described in the Conference Policy "Clergy Housing Policies and Standards." In addition to the housing allowance or parsonage, the congregation shall provide full payment of gas, water, electricity, sewer, trash collection, telephone and other utilities for the residence.

II. Professional Expenses

Business and Transportation: The local church will provide an accountable reimbursement plan for business and transportation expenses incurred by the pastor in the work of the parish in an amount no less than \$2,000 for the year (\$4,000 per year for pastors appointed to multi-point charges). Reimbursement for auto transportation will be at the IRS allowable standard mileage rate. For all churches receiving equitable compensation subsidies, the accountable reimbursement plan for business and transportation cannot exceed \$4,000 for the year.

Continuing Education The local church will provide an accountable reimbursement plan for continuing education expenses incurred by the pastor in the work of the parish in an amount no less than \$500 for the year. For churches receiving equitable compensation subsidies, the accountable reimbursement plan for continuing education cannot exceed \$1,000 for the year.

III. Benefits

*Health/Dental Insurance: The local church will provide payment of the church portion of premiums for the Annual Conference sponsored health/dental insurance program for the clergy member where required.

*Pension: Payment of the local church's contribution to the Clergy Retirement Security Program (CRSP) will be provided by the local church.

* Note: Conference Rule IV.F.3.f states: "Payment of monthly subsidies will be made by the Conference Treasurer, first to cover health insurance premiums, second to cover pension payments, and third any subsidy balance to the local church."