

CHARGE CONFERENCE APPENDIX C

2023 Minimum Compensation Standards

This document includes current Annual Conference rules outlining minimum compensation standards, plus the 2023 Minimum Salary Schedule. This information is also printed in Section N(4) of the 2022 Conference Journal, applicable passages from *The Book of Discipline 2016* ¶342 and Conference Fiscal Rule XII.K of the 2022 Conference Journal.

The figures in the tables below reflect a 5% increase over the figures originally calculated for 2023, based on the decisions made at the 2020 and 2021 annual conferences to freeze the minimum salary tables at the 2020 level for both 2021 and 2022. While a 5% increase for 2023 may not completely make up for where salaries might otherwise be had the schedules not been frozen for the last two years, it begins to move us toward full compliance with the 2015 MCS rules while continuing to take account of the severe economic impact that the COVID pandemic has had on the financial state of local churches.

Note: the MCS used to create the below salary tables is the "Adjusted" MCS (MCS-A) and reflects a 1% reduction of the true calculated MCS (MCS-C) due to the annual increase for years of service that is built into the salary tables.

2019 MCS-C Calculated = \$57,658

2019 MCS-A Adjusted = \$57,081

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All appointed pastors must receive compensation at least equal to the amounts set by the Conference. Churches are encouraged to pay their pastors more than minimum compensation. It is the responsibility of the District Superintendent to inform the SPRC and Church/Charge Conference about minimum compensation standards for their pastor. However, pastors should also be well informed.

Minimum compensation includes the following components:

1. CASH SALARY: Minimum Salary Schedules may be found in each year's Conference Report from the Conference Commission on Equitable Compensation (CEC). Associate members, Local Pastors, and Provisional Members are to use Schedule PLA. Elders and Deacons who are Full Members of the Conference are to use Schedule FM.

2023 Minimum Salary Schedule FM
(Elders & Deacons in Full Connection)
Using MCS rules from the 2015 Annual Conference

Year	Percent of MCS	Salary	Year	Percent of MCS	Salary	Year	Percent of MCS	Salary
1	76%	\$45,551	11	86%	\$51,544	21	96%	\$57,538
2	77%	\$46,150	12	87%	\$52,143	22	97%	\$58,137
3	78%	\$46,749	13	88%	\$52,743	23	98%	\$58,736
4	79%	\$47,349	14	89%	\$53,342	24	99%	\$59,336
5	80%	\$47,948	15	90%	\$53,942	25	100%	\$59,935
6	81%	\$48,547	16	91%	\$54,541	26	101%	\$60,534
7	82%	\$49,147	17	92%	\$55,140	27	102%	\$61,134
8	83%	\$49,746	18	93%	\$55,740	28	103%	\$61,733
9	84%	\$50,345	19	94%	\$56,339	29	104%	\$62,332
10	85%	\$50,945	20	95%	\$56,938	30	105%	\$62,932

2023 Minimum Salary Schedule PLA
(Provisional Members, Local Pastors, Associate Members)
Using MCS rules from the 2015 Annual Conference.

Year	Percent of MCS	Salary	Year	Percent of MCS	Salary	Year	Percent of MCS	Salary
1	66%	\$39,557	11	76%	\$45,551	21	86%	\$51,544
2	67%	\$40,156	12	77%	\$46,150	22	87%	\$52,143
3	68%	\$40,756	13	78%	\$46,749	23	88%	\$52,743
4	69%	\$41,355	14	79%	\$47,349	24	89%	\$53,342
5	70%	\$41,955	15	80%	\$47,948	25	90%	\$53,942
6	71%	\$42,554	16	81%	\$48,547	26	91%	\$54,541
7	72%	\$43,153	17	82%	\$49,147	27	92%	\$55,140
8	73%	\$43,753	18	83%	\$49,746	28	93%	\$55,740
9	74%	\$44,352	19	84%	\$50,345	29	94%	\$56,339
10	75%	\$44,951	20	85%	\$50,945	30	95%	\$56,938

Proper placement on the Salary Schedule is determined as follows:

- a. Each step on the schedule refers to the total number of service years in that clergy relationship.
- b. Years of service are equal to total years of service on that schedule and not simply years since reception into Conference Membership. When calculating the years of service, the first year in the status counts as year one. (eg: Service as an elder from 2000-2022 equals 23 years.) If a pastor's appointment service years are not continuous, then the Board of Pension & Health Benefits should be consulted to obtain the accurate number of service years appropriate for the pastor. It shall be the responsibility of the pastor to identify their correct years of service and proper step on the salary schedule.
- c. Years of service on Schedule PLA do not transfer to Schedule FM. A pastor's first year as a full member puts them at year one on Salary Schedule FM regardless of the number of years served prior to full membership.
- d. Clergy who have transferred into to this Conference or are approved to be under appointment in this Conference while retaining their membership in another Conference or in another Methodist Denomination shall have their years of service in those conferences or denominations count towards determining their proper placement on the salary schedule. Years of service as a Provisional, Local Pastor or Associate Member count towards placement on Schedule PLA and years of service as a Full Member count towards placement on Schedule FM.
- e. Minimum salaries are prorated for part-time appointments.

2. HOUSING: Adequate housing shall be provided, using as a guideline "Parsonage Policies and Standards," for each eligible clergy appointed to a charge.

- a. A housing allowance provided in lieu of a parsonage shall be at least \$24,000 per year determined after consultation with realty professionals and be based on the average cost to rent a suitable home within three miles of the church plus 10%, whichever is higher. (See Parsonage Policies and Standards. Amount raised to \$24,000 per Rules 19-03, as passed by the 2019 Annual Conference Session.)
- b. This amount may be prorated for part-time appointments.
- c. In the case of clergy couples where no parsonage is provided, both congregations will share in the payment of an adequate housing allowance. If there is a parsonage provided to one member of the clergy couple, the church of the other clergy member will provide funds to the other church, or to the clergy involved, to ensure that housing is adequate, provided that such amount will not ordinarily exceed one half of the amount stated above. Any such arrangement shall be agreed upon by all parties involved and shall be approved by the District Superintendent(s). This is intended to be in keeping with Judicial Council Decision 588, October 23, 1987.

3. AUTO: The appointed pastor's ministerial auto expense, which excludes personal use and commuting miles from home to church, shall be an allowance provided each pay period or a monthly reimbursement. The minimum allowance shall be \$3,500 per year for single-point charges, and \$5,250 per year for multi-point charges. These amounts may be prorated for part-time appointments.

4. UTILITIES: Gas, water, electricity, sewer fee, trash collection, telephone, basic cable television, and Internet access shall be provided. Compensation for these items may be prorated for part-time appointments. Utility payments/reimbursement should not include personal

long-distance telephone or personal use of cellular phones. Access to the Internet may include DSL or Cable Modem for ministry purposes. The pastor is responsible for personal usage of such services.

5. CONTINUING EDUCATION: A minimum of \$500 shall be provided continuing education purposes. This amount may be prorated for part-time appointments.

6. MINISTERIAL AND TRAVEL EXPENSES: Travel and other expenses directly related to performance of pastoral duties shall be paid by the church or provided as a reimbursement to the pastor.

7. ANNUAL CONFERENCE EXPENSES: Expenses related to the attendance of Annual Conference shall be paid by the church or provided as a reimbursement to the pastor.

8. HEALTH INSURANCE: Please refer to the Board of Pension and Health Benefits Rules for policies and standards.

9. PENSION AND COMPREHENSIVE PROTECTION PROGRAM: Please refer to the Board of Pension & Health Benefits Rules for policies and standards.