

1 **Document: 650.01**  
 2 **Name: Equitable Compensation - Minimum Salary**  
 3 **Author(s): Committee on Equitable Compensation- CCFA**  
 4 **CCFA COMMENT: N/A**

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 6 **ACTION:**

7 The Committee on Equitable Compensation for the Northern Illinois Conference offers the following two-  
 8 part motion:

9 A) That the **minimum salary schedule\*** for full-time clergy for the NIC for FY 2017 be as follows:

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 11

	YEAR OF INITIAL APPOINTMENT					
	<u>(&amp; recommended minimum salary at the beginning of an appointment -typically in July)</u>					
	2013	2014	2015	2016	2017	2018
12						
13						
14	2013	2014	2015	2016	2017	2018
15	(\$32,800)	(\$33,300)	(\$33,800)	(\$34,000)	<b>(\$34,200*)</b>	\$34,450
16	passed in 2013					
17	for FY 2014	\$33,620				
18						
19	passed in 2014					
20	for FY 2015	\$34,461	\$34,133			
21						
22	passed in 2015					
23	for FY 2016	\$34,806	\$34,474	\$34,138		
24						
25						
26	<b>for FY 2017</b>	<b>\$35,154*</b>	<b>\$34,819*</b>	<b>\$34,479*</b>	<b>\$34,340*</b>	
27						
28	anticipated proposed in 2017					
29	for FY 2018	\$35,506	\$35,167	\$34,824	\$34,683	\$34,542
30						

31 This schedule continues a more modest compensation proposal. The reason for this takes several things  
 32 into consideration: a) for FY 2016, the health insurance premium continues at \$16,200; b) the total  
 33 minimum compensation package which includes the base pay, accountable reimbursement, pension, and  
 34 health insurance is at least \$60,000 (this does not include housing costs); c) the NIC has lost on the average,  
 35 5 full-time appointment positions every year for the last few years which indicates that the minimum full-  
 36 time compensation package is difficult to maintain for many of our churches.

37  
 38 B) The Committee recommends that local churches provide in their general budget a minimum of \$5,000  
 39 for an accountable reimbursement fund for the pastor. This covers costs related to travel, continuing  
 40 education, and other expenses incurred in the course of providing pastoral ministry. The details of  
 41 what can and cannot be covered by accountable reimbursement can be found at:  
 42 [www.gcfa.org/tax-packet](http://www.gcfa.org/tax-packet).

43  
 44 *\*These are the recommended minimum salary amounts being proposed. The \$34,450 amount under 2018 is the salary*  
 45 *at time of initial appointment in 2018. The other asterisked numbers are minimum recommended salaries for the 2018*  
 46 *fiscal year for appointments which began in previous years.*