

Document: 650.01

Name: Equitable Compensation - Minimum Salary

Author(s): CCFA Committee on Equitable Compensation

CCFA Comment:

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

A) That the minimum salary schedule* for full-time clergy for the NIC for FY 2018 to be as follows:

YEAR OF INITIAL APPOINTMENT & recommended minimum salary at the beginning of an appointment -typically in July							
Passed in...	2013 (\$32,800)	2014 (\$33,300)	2015 (\$33,800)	2016 (\$34,000)	2017 (\$34,200)	2018 (\$34,450)	2019 \$34,800
2013 for FY 2014	\$33,620						
2014 for FY 2015	\$34,461	\$34,133					
2015 for FY 2016	\$34,806	\$34,474	\$34,138				
2016 for FY 2017	\$35,154	\$34,819	\$34,479	\$34,340			
For FY 2018	\$35,505*	\$35,167*	\$34,824*	\$34,684*	\$34,542*	\$34,450*	
<i>Anticipated proposed in 2018 for FY 2019</i>	\$35,860	\$35,519	\$35,172	\$35,031	\$34,887	\$34,795	\$34,800

This schedule continues a very modest compensation proposal of about a 1% increase. The reason for this takes several things into consideration: a) for FY 2018, the health insurance premium increased to \$18,000 from \$16,500 previously; b) the total minimum compensation package which includes the base pay, accountable reimbursement, pension, and health insurance is at least \$60,000 (this does not include housing costs); c) the NIC has lost on the average, full-time appointment positions every year for the last few years which indicates that the minimum full-time compensation package is difficult to maintain for many of our churches.

B) The Committee recommends that local churches provide in their general budget a minimum of \$5,000 for an accountable reimbursement fund for the pastor. This covers costs related to travel, continuing education, and other expenses incurred in the course of providing pastoral ministry. Information on accountable reimbursement policies can be found at: https://www.umcnic.org/media/files/ordained%20ministry/AccountableReimbursementPoliciesQ_and_A.pdf

*These are the recommended minimum salary amounts being proposed. The \$34,800 amount under 2019 is the recommended salary at time of initial appointment in 2019. The other asterisked numbers are minimum recommended salaries for the 2019 fiscal year for appointments which began in previous years.