

1 Document: 650.01 (passed on Consent Calendar 6/5/2017)

2 Name: Equitable Compensation - Minimum Salary

3 Author(s): Committee on Equitable Compensation- CCFA

4 CCFA COMMENT: N/A

5

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:

10

11

YEAR OF INITIAL APPOINTMENT

12

(& recommended minimum salary at the beginning of an appointment -typically in July)

13

	2013	2014	2015	2016	2017	2018
	(\$32,800)	(\$33,300)	(\$33,800)	(\$34,000)	(\$34,200*)	\$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 **for FY 2017 \$35,154* \$34,819* \$34,479* \$34,340***

27

28 anticipated proposed in 2017

29 for FY 2018 \$35,506 \$35,167 \$34,824 \$34,683 \$34,542 \$34,450

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 what
41 can and cannot be covered by accountable reimbursement can be found at:

42 www.umcnic.org/leadership-resources/forms/

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.*