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Name: Minimum Salaries for Full-Time Clergy

Author(s): CCFA Committee on Equitable Compensation, Stephanie Uhl, Chairperson

CCFA Comment:

ACTION:

Minimum salaries for full-time clergy appointed in the NIC will be as follows:

YEAR OF INITIAL APPOINTMENT (minimum salary set at the beginning of a new appointment, typically July 1)							
	2016 (\$34,000)	2017 (\$34,200)	2018 (\$34,450)	2019 (\$34,800)	2020 (\$35,300)	2021 (36,360)	2022 (36,360)
Resolution passed in:							
2016 for FY 2017	\$34,340						
2017 for FY 2018	\$34,684	\$34,542					
2018 for FY 2019	\$35,031	\$34,887	\$34,795				
2019 for FY 2020	\$35,521	\$35,375	\$35,282	\$35,287			
2020 for FY 2021	\$36,734	\$36,437	\$36,341	\$36,346	\$36,360		
Proposed in 2021 for FY 2022	\$36,734	\$36,437	\$36,360	\$36,360	\$36,360	\$36,360	

Chart interpretation: Each year, a minimum salary is set for new appointments. This salary amount is listed in the first row, beneath the year the new appointment is made (which typically begins July 1.) A minimum salary is also set for appointments made in previous years. The number listed in the column beneath each year indicates the minimum salary for the pastor appointed to that charge each fiscal year (which typically begins January 1.) Bold, italicized numbers listed in the bottom row are the minimum salaries recommended to the Annual Conference in 2021.

- 1) Local churches are to provide a minimum of \$5,000 for accountable reimbursements for their appointed pastor. This covers costs related to travel, continuing education, and other expenses incurred in the course of providing pastoral ministry. Information

regarding accountable reimbursements can be downloaded at: https://www.umcnic.org/media/files/ordained%20ministry/AccountableReimbursementPoliciesQ_and_A.pdf

RATIONALE:

This minimum salary schedule is an increase of 0% to reflect the following:

In 2019, CCFA committed to “recommend minimum salaries that move the NIC closer to our Jurisdictional average [in 2020].” While the NIC’s minimum salary has been lower than the jurisdictional average, we continue to provide significant coverage for health benefits beyond what is provided in other conferences. When subtracting the contribution by clergy for their health coverage costs from clergy salary, NIC was approximately 2% below the mean salary for the jurisdiction. In 2020, the minimum salary for full-time clergy was increased by 3%, moving us closer to the average of the jurisdiction.

We recognize the desire to maintain the number of full-time clergy positions to match the number of full-time appointments guaranteed to Commissioned and Ordained Elders. This is increasingly becoming unsustainable when we are losing an average of 5 full-time appointments every year.

We also recognize that many local churches struggle to afford full-time clergy appointments. Many of our churches have experienced losses, both in attendance and finances, as a result of 2019 Special Session of General Conference. In 2020 and 2021, the global pandemic has created increased financial hardship for many of our struggling churches. As a result, many local churches have been unable to give pay increases to their pastors and staff at this time. Given the current financial hardship and overall current economic conditions and uncertainty, CCFA recommends a 0% increase in the minimum salary for 2022.