

1 **Document: 650.01**
 2 **Minimum Salaries for Full-Time Clergy**
 3 **Author(s): CCFA Task Force on Equitable Compensation**

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 5 **ACTION:**

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 7 1) Minimum salaries for full-time clergy appointed in the NIC will be as follows, showing
 8 an increase of 3% for the next fiscal year:
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YEAR OF INITIAL APPOINTMENT (minimum salary set at the beginning of a new appointment, typically July 1)							
	2017 (\$34,200)	2018 (\$34,450)	2019 (\$34,800)	2020 (\$35,300)	2021 (\$36,360)	2022 (\$36,360)	2023 (\$37,500)
Resolution passed in:							
2017 for FY 2018	\$34,542						
2018 for FY 2019	\$34,887	\$34,795					
2019 for FY 2020	\$35,375	\$35,282	\$35,287				
2020 for FY 2021	\$36,437	\$36,341	\$36,346	\$36,359			
2021 for FY 2022	\$36,437	\$36,341	\$36,346	\$36,359	\$36,360		
Proposed in 2022 for FY 2023	\$37,530	\$37,431	\$37,436	\$37,449	\$37,450	\$37,450	

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 11 *Chart interpretation: Each year, a minimum salary is set for new appointments. This salary amount is*
 12 *listed in the first row, beneath the year the new appointment is made (which typically begins July 1.) A*
 13 *minimum salary is also set for appointments made in previous years. The number listed in the column*
 14 *beneath each year indicates the minimum salary for the pastor appointed to that charge each fiscal year*
 15 *(which typically begins January 1.) Numbers in bold print in the bottom row are the minimum salaries*
 16 *recommended to the Annual Conference in 2022.*

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 18 2) Local churches are to provide at a minimum of \$5,500* for accountable reimbursements
 19 for their appointed pastor. This covers costs related to travel, continuing education, and
 20 other expenses incurred in the course of providing pastoral ministry. Information about
 21 accountable reimbursements can be found at: Accountable Reimbursement Policy Q&A