

**Document: 650.01**

**Name: Minimum Salaries for Full-Time Clergy**

**Author(s): CCFA Committee on Equitable Compensation**

**CCFA COMMENT:**

**ACTION:**

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

<b>YEAR OF INITIAL APPOINTMENT</b> (minimum salary set at the beginning of a new appointment, typically July 1)							
	<b>2014</b> (\$33,300 )	<b>2015</b> (\$33,800)	<b>2016</b> (\$34,000)	<b>2017</b> (\$34,200)	<b>2018</b> (\$34,450)	<b>2019</b> (\$34,800)	<b>2020</b> (\$35,300)
Resolution passed in:							
2014 for FY 2015	\$34,461						
2015 for FY 2016	\$34,474	\$34,138					
2016 for FY 2017	\$34,819	\$34,479	\$34,340				
2017 for FY 2018	\$35,167	\$34,824	\$34,684	\$34,542			
2018 for FY 2019	\$35,519	\$35,172	\$35,031	\$34,887	\$34,795		
Proposed in 2019 for FY 2020	<b>\$36,016</b>	<b>\$35,664</b>	<b>\$35,521</b>	<b>\$35,375</b>	<b>\$35,282</b>	<b>\$35,287</b>	

*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 2019.*

- 2) 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: [by clicking here.](#)

**RATIONALE:**

This minimum salary schedule continues a very modest increase of 1.4%, which is half of the federal cost of living increase (2.8%).

We recognize a long history of NIC minimum salaries lagging behind the denominational average minimum salary, which was \$42,817 in 2019 for the North Central Jurisdiction. This means newly appointed, full-time NIC elders were paid an average of \$8,017 (or 18.7%) less than other full-time elders in our jurisdiction appointed in 2019. This is not equitable.

Health insurance premiums will increase from \$18,000 to \$19,000 for FY 2020, which sets the total minimum compensation packages for full-time clergy at \$66,000. This includes base pay (\$35,300), accountable reimbursements (\$5,000), pension contributions (\$6,700), and health insurance (\$19,000). These costs increase pressure on local church budgets.

We recognize that many local churches struggle to afford full-time clergy appointments.

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 unsustainable when we are losing an average of 5 full-time appointments every year.

In 2020, the CCFA Committee on Equitable Compensation will recommend minimum salaries that move the NIC closer to our Jurisdictional average. This is to further the work of equitable compensation and to encourage the efforts of the Conference to adjust to the financial reality of local churches.