

Minimum Base Compensation Standards for 2012

The following tables summarize the minimum base compensation standards adopted by the 2011 Annual Conference for the year 2012, as reported in the 2011 Preliminary Report.

| 2012 Minimum Salary Schedule FM | | | | | | | | |
|---|------------|-----------|------|------------|-----------|------|------------|-----------|
| (Full Members-Elders & Deacons) | | | | | | | | |
| 90% of 2011 CEC-MCS at Year 20 | | | | | | | | |
| Year | Pct of MCS | Salary | Year | Pct of MCS | Salary | Year | Pct of MCS | Salary |
| 1 | 71% | \$ 31,993 | 11 | 81% | \$ 36,499 | 21 | 91% | \$ 41,006 |
| 2 | 72% | \$ 32,444 | 12 | 82% | \$ 36,950 | 22 | 92% | \$ 41,456 |
| 3 | 73% | \$ 32,895 | 13 | 83% | \$ 37,401 | 23 | 93% | \$ 41,907 |
| 4 | 74% | \$ 33,345 | 14 | 84% | \$ 37,851 | 24 | 94% | \$ 42,357 |
| 5 | 75% | \$ 33,796 | 15 | 85% | \$ 38,302 | 25 | 95% | \$ 42,808 |
| 6 | 76% | \$ 34,246 | 16 | 86% | \$ 38,752 | 26 | 96% | \$ 43,259 |
| 7 | 77% | \$ 34,697 | 17 | 87% | \$ 39,203 | 27 | 97% | \$ 43,709 |
| 8 | 78% | \$ 35,148 | 18 | 88% | \$ 39,654 | 28 | 98% | \$ 44,160 |
| 9 | 79% | \$ 35,598 | 19 | 89% | \$ 40,104 | 29 | 99% | \$ 44,610 |
| 10 | 80% | \$ 36,049 | 20 | 90% | \$ 40,555 | 30 | 100% | \$ 45,061 |
| 2012 Minimum Salary Schedule PLA | | | | | | | | |
| (Provisional Mem., Local Pastors, Associates) | | | | | | | | |
| 80% of 2011 CEC-MCS at Year 20 | | | | | | | | |
| Year | Pct of MCS | Salary | Year | Pct of MCS | Salary | Year | Pct of MCS | Salary |
| 1 | 61% | \$ 27,487 | 11 | 71% | \$ 31,993 | 21 | 81% | \$ 36,499 |
| 2 | 62% | \$ 27,938 | 12 | 72% | \$ 32,444 | 22 | 82% | \$ 36,950 |
| 3 | 63% | \$ 28,388 | 13 | 73% | \$ 32,895 | 23 | 83% | \$ 37,401 |
| 4 | 64% | \$ 28,839 | 14 | 74% | \$ 33,345 | 24 | 84% | \$ 37,851 |
| 5 | 65% | \$ 29,290 | 15 | 75% | \$ 33,796 | 25 | 85% | \$ 38,302 |
| 6 | 66% | \$ 29,740 | 16 | 76% | \$ 34,246 | 26 | 86% | \$ 38,752 |
| 7 | 67% | \$ 30,191 | 17 | 77% | \$ 34,697 | 27 | 87% | \$ 39,203 |
| 8 | 68% | \$ 30,641 | 18 | 78% | \$ 35,148 | 28 | 88% | \$ 39,654 |
| 9 | 69% | \$ 31,092 | 19 | 79% | \$ 35,598 | 29 | 89% | \$ 40,104 |
| 10 | 70% | \$ 31,543 | 20 | 80% | \$ 36,049 | 30 | 90% | \$ 40,555 |

Minimum compensation is to include the following items in addition to salary. These standards were approved by the 2011 Annual Conference.

HOUSING: A housing allowance provided in lieu of a parsonage shall be at least \$1,500/month or based upon the annual housing survey of the three mile area around the church, whichever is higher. (See Parsonage Policies and Standards). The pastor is eligible to receive the full minimum of \$18,000.00 per year. This amount may be prorated for part-time clergy. The Minimum Conference Housing Allowance of \$18,000.00 per year was adopted in 2007. The Median Housing Allowance among full-time Elders in 2008-2010 is \$24,000. Adequate housing shall be provided, using as a guideline "Parsonage Policies and Standards," for each eligible clergy appointed to a charge. In the case of clergy couples where no parsonage is provided, both congregations will share in the payment of an adequate housing allowance. If there is a parsonage provided to one member of the clergy couple, the church of the other clergy member will provide funds to the

other church, or to the clergy involved, to insure that housing is adequate, provided that such amount will not ordinarily exceed one half of the amount stated above. Any such arrangement shall be agreed upon by all parties involved and shall be approved by the District Superintendent(s). This is intended to be in keeping with Judicial Council Decision 588, October 23, 1987.

AUTO: The local church is responsible for the appointed pastor's ministerial auto expense but not personal or commuting mileage expense from home to church. The pastor's salary package shall provide an allowance paid with each payroll check or a reimbursement account from which the pastor may be reimbursed for ministerial auto expenses. The Pastor and SPRC should establish the amount needed for auto, but the minimum amount shall be \$3,500 per year for full-time pastors. This minimum amount should be prorated for part-time pastors.

UTILITIES: Payment of gas (fuel), water, electricity, sewer fee, trash collection, base telephone, basic cable television (when necessary because of poor reception) and internet access. Compensation for these items should be prorated for part-time clergy. For CEC funding purposes, Utility payments/reimbursement should not include personal long distance telephone or personal use of cellular phones. Access to the Internet may include DSL or Cable Modem for ministry purposes. Basic television service should include basic service but payment for premium movie or sport channels should be the responsibility of the pastor. CEC would recommend that SPRC committees and pastors negotiate sharing payment/reimbursement for specialized services such as cell phones, Internet, and Cable television premium services. The intent is for the church to be responsible for basic utility services and specialized services for ministry and have the pastor pay for personal usage of such services. When reporting and requesting CEC funding, please only include the Church's portion of anticipated Utilities and specialized services expense.

HEALTH INSURANCE: The recommended Health Insurance allowance guidelines for churches receiving Equitable Compensation funds shall be the equivalent of the respective coverage of any authorized plan offered through the Conference Board of Pensions.

CONTINUING EDUCATION: A minimum of \$500 shall be provided for continuing education purposes.

MINISTERIAL AND TRAVEL EXPENSES: Travel and other expenses directly related to performance of pastoral duties shall be paid by the church or provided as a reimbursement to the pastor.