



## Minimum Equitable Salaries for 2025

The Annual Conference approved the following basic equitable salaries for 2025 for full time appointments:

- Elder and Deacon in Full Connection: \$56,070
- Provisional and Associate Members: \$52,120
- Full Time Local Pastor: \$49,320

In setting clergy compensation, local church Staff Parish Relations Committees are encouraged to consider a minimum of \$300 per year of service increment above the basic minimum compensation up to a maximum 15 years. Years of service are determined by the number of full-time years (or a combination of part-time equivalent years) **fully completed** prior to January 1, 2025. The following chart can be used as a guide for the Committee's use:

Completed Years of Service	Full Members	Provisional & Associate Members	Local Pastors
0	\$56,070	\$52,120	\$49,320
1	\$56,370	\$52,420	\$49,620
2	\$56,670	\$52,720	\$49,920
3	\$56,970	\$53,020	\$50,220
4	\$57,270	\$53,320	\$50,520
5	\$57,570	\$53,620	\$50,820
6	\$57,870	\$53,920	\$51,120
7	\$58,170	\$54,220	\$51,420
8	\$58,470	\$54,520	\$51,720
9	\$58,770	\$54,820	\$52,020
10	\$59,070	\$55,120	\$52,320
11	\$59,370	\$55,420	\$52,620
12	\$59,670	\$55,720	\$52,920
13	\$59,970	\$56,020	\$53,220
14	\$60,270	\$56,320	\$53,520
15	\$60,570	\$56,620	\$53,820

These salaries apply to clergy (elder and deacon in full connection, provisional elder and deacon, associate members and local pastors) serving in full-time appointments in the local church. The years of service for each clergy can be found on the Clergy Service Record at Wespeth (General Board of Pension and Health Benefits). In calculating years of service, time on leave of absence is not counted in accumulated years of service. Part time equivalents are to be included.

A pastor's salary is determined by the local church or by the charge in consultation with the district superintendent as long as the basic minimum salary is met. The Staff Parish Relations Committee should take into consideration the pastor's experience, education, leadership, health and dental insurance coverage, social security, and family needs when determining the pastor's salary. Any change in clergy minimum salaries related to a change of clergy status through ordination, commissioning, or licensing in 2024 will become effective as of January 1, 2025. Pastors receiving their first full time appointment are at level 0.

- The minimum equitable salary for  $\frac{3}{4}$  time pastoral appointments shall be  $\frac{3}{4}$  of the required minimum.
- The minimum equitable salary for  $\frac{1}{2}$  time pastoral appointments shall be  $\frac{1}{2}$  of the required minimum.
- All appointments made less than  $\frac{1}{2}$  time shall be considered  $\frac{1}{4}$  time appointments for pension purposes. These salaries shall be determined by the District Superintendent in consultation with the pastor and the local church.

All full time pastors shall have an accountable reimbursement expense line item in the church budget to cover mileage for pastoral work, continuing education, and other professional ministerial expenses as allowed by the IRS. This reimbursable amount shall be a minimum of \$2,500. For churches that are receiving Equitable Compensation support, their accountable reimbursement expense line should not exceed \$2,500.

All full-time pastors shall be provided with a parsonage that meets the parsonage standards adopted by GNJ or a housing/rental allowance as part of their total compensation package.

All pastors regardless of full or part time status shall be entitled to receive the following vacation per appointment year: 4 weeks (including 4 Sundays) of vacation consistent with the average work week, with 5 weeks (including 5 Sundays) after 10 years of full-time or equivalent part time service consistent with the clergy service record. Vacation time shall not be cumulative from year to year. Time spent in leadership responsibility in conference/ district activities shall not be considered vacation time. This includes Course of Study, Local Pastors Licensing School, Camps, Annual Conference related Ministries, and other education and renewal as required by the Book of Discipline (§1350.2).