

NAME: MINIMUM SALARIES FOR FULL-TIME CLERGY

SUBMITTED BY: CCFA Task Force on Equitable Compensation

*(Amended on floor of conference: content in this section, including the numbers on the table shows the change from the original recommendation of a 1.5% increase to a 8.7% increase.)***ACTION:**

- 1) Minimum salaries for full-time clergy appointed in the NIC will be as follows, showing an increase of ~~1.5%~~ 8.7% for the next fiscal year:

	YEAR OF INITIAL APPOINTMENT						
	(minimum salary set at the beginning of a new appointment, typically July 1)						
	2018 (\$34,450)	2019 (\$34,800)	2020 (\$35,300)	2021 (\$36,360)	2022 (\$36,360)	2023 (\$37,500)	2024 (\$40,763)
Resolution passed in:							
2018 for FY 2019	\$34,795						
2019 for FY 2020	\$35,282	\$35,287					
2020 for FY 2021	\$36,341	\$36,346	\$36,359				
2021 for FY 2022	\$36,341	\$36,346	\$36,359	\$36,360			
2022 for FY 2023	\$37,431	\$37,436	\$37,449	\$37,450	\$37,450		
Proposed in 2023 for FY 2024	\$40,687	\$40,693	\$40,707	\$40,708	\$40,708	\$40,763	

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 recommended for multiple-year appointments. The number listed in the column beneath each year indicates the minimum salary for the pastor in the year that the appointment was first made. Numbers in bold print in the bottom row are the minimum salaries recommended to the Annual Conference in 2023.

- 2) Local churches are to provide a minimum of \$5,500* for accountable reimbursements for their appointed pastor. This covers the costs related to travel, continuing education, and other expenses incurred in the course of providing pastoral ministry. Information about accountable reimbursements can be found at: [Accountable Reimbursement Policy Q&A](#)
**This year we continue the recommendation of \$5,500 to take into account high fuel costs.*

RATIONALE:

(While the action was amended from a 1.5% increase to a 8.7% increase, there is no change in content below – as we do not amend rationale as part of our NIC practice.)

While the cost of living adjustment (COLA) established by the SSA for 2023 is 8.7%, CCFA is recommending an increase in minimum required salaries of 1.5%, with the following rationale and comments:

- A portion of the COLA is due to rising energy/utility and housing costs; costs already largely assumed by churches as they provide utility-covered parsonages to clergy as well as reimbursement for travel expenses. (see Action point 2 above for details.)
- As well, health insurance premiums continue to be fully covered by the local churches at a current yearly cost of \$19,200 (which may increase slightly in 2024). This benefit makes the overall compensation package of full-time clergy in the NIC comparable to other conferences in the NCJ.
- Together with base compensation, church-paid health insurance premiums, accountable reimbursements, and church-paid pension contributions, the total minimum compensation package for full-time clergy is \$68,853. In addition to this, churches provide housing through utility-covered parsonages or cash housing allowances, which completes the compensation package. This total has become increasingly difficult for un-yoked churches to maintain full-time clergy. The NIC seeks to maintain as many full-time appointments as possible to fulfill the guarantee of a full-time appointment for our commissioned and ordained elders. As a result, we may continue to see an increase in multiple-point charges for full-time clergy to serve.