



Minimum Equitable Salaries for 2024

The Annual Conference approved the following basic equitable salaries for 2024 for full time appointments:

- Elder and Deacon in Full Connection: \$53,400
- Provisional and Associate Members: \$49,635
- Full Time Local Pastor: \$46,970

Though not mandatory for 2024, local church Staff Parish Relations Committees are strongly 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, 2024. The following chart can be used as a guide:

Completed Years of Service	Full Members	Provisional & Associate Members	Local Pastors
0	53,400	49,635	46,970
1	53,700	49,935	47,270
2	54,000	50,235	47,570
3	54,300	50,535	47,870
4	54,600	50,835	48,170
5	54,900	51,135	48,470
6	55,200	51,435	48,770
7	55,500	51,735	49,070
8	55,800	52,035	49,370
9	56,100	52,335	49,670
10	56,400	52,635	49,970
11	56,700	52,935	50,270
12	57,000	53,235	50,570
13	57,300	53,535	50,870
14	57,600	53,835	51,170
15	57,900	54,135	51,470

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 Wespah (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 2023 will become effective as of January 1, 2024. 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 (§350.2).