

2010 Minimum Base Compensation Schedule

By action of the Detroit Annual Conference, as of January 1, 2010 shall be established at the following amounts:

Completed Years of Service	Local Pastor			Associate Member			Provisional Member			Full Member		
	2008	2009	2010	2008	2009	2010	2008	2009	2010	2008	2009	2010
Year 1	\$30,687	\$31,659	\$32,007	*	*	*	\$34,266	\$35,329	\$35,718	***	***	***
Year 2	30,994	31,976	32,327	*	*	*	34,599	35,682	36,075	***	***	***
Year 3	31,301	32,293	32,647	*	*	*	34,932	36,035	36,432	***	***	\$38,116
Year 4	31,608	32,610	32,967	*	*	*	35,265	36,388	36,789	\$36,580	\$38,082	38,501
Year 5	31,915	32,927	33,287	\$33,014	\$34,412	\$34,791	35,598	36,741	37,146	36,936	38,463	38,886
Year 6	32,222	33,224	33,607	33,344	34,754	35,139	35,931	37,094	37,503	37,292	39,185	39,271
Year 7	32,529	33,561	33,927	33,674	35,096	35,487	36,264	37,447	37,860	37,648	39,185	39,656
Year 8	32,836	33,878	34,247	34,004	36,958	35,835	36,597	37,800	38,217	38,004	39,606	40,041
Year 9	33,143	34,195	34,567	34,334	36,958	37,365	**	**	**	38,360	39,987	40,426
Year 10	33,450	34,512	34,887	34,664	36,958	37,365	**	**	**	38,716	40,368	40,811

* Associate Members shall have "served four years as full-time local pastors" (paragraph 322, 2008 *Discipline*).

** "No member shall be continued on probation beyond the eighth regular session following their admission to provisional membership." (paragraph 327, 2008 *Discipline*).

*** Full Members shall have "...served full time under episcopal appointment for at least two full annual conference years..." (paragraph 335, 2008 *Discipline*).

Being acutely aware of the financial stress the churches of our conference are under, and being equally convicted the salary schedule presented affects those at base compensation levels, the commission proposes a 1.1% increase in base compensation for each category. The 1.1% increase for the first year of each category reflects the CPI increase for the 12 month period of December 2007 through November 2008.

The charts reflect minimums, not maximums which clergy can be paid. Congregations are requested to pay their pastors an increase of at least 1% of the tenth year compensation for each year of additional service. For example: A Local Pastor with 15 years of service should be paid \$34,887 for their ten years of service, plus an additional \$1,745 for the five years beyond the schedule, or a minimum of \$36,632. An Associate Member with 15 years of service should be paid a minimum of \$39,655. A Full Member with 15 years of service should be paid a minimum of \$42,851.