

2009 Minimum Base Compensation Schedule

The Minimum Base Compensation Schedule for the Detroit Annual Conference as of January 1, 2009, by action of the Annual Conference shall be established in the following amounts:

Completed Years of Service	Local Pastor			Associate Member			Probationary Member			Full Member		
	2007	2008	2009	2007	2008	2009	2007	2008	2009	2007	2008	2009
Year 1	\$29,793	\$30,687	\$31,659	*	*	*	\$33,297	\$34,266	\$35,329	***	***	***
Year 2	30,091	30,994	31,976	*	*	*	33,620	34,599	35,682	***	***	***
Year 3	30,389	31,301	32,293	*	*	*	33,943	34,932	36,035	***	***	***
Year 4	30,687	31,608	32,610	*	*	*	34,266	35,265	36,388	\$35,544	\$36,580	\$38,082
Year 5	30,985	31,915	32,927	\$32,052	\$33,014	\$34,412	34,589	35,598	36,741	35,889	36,936	38,463
Year 6	31,283	32,222	33,244	32,373	33,344	34,754	34,912	35,931	37,094	36,234	37,292	39,185
Year 7	31,581	32,529	33,561	32,694	33,674	35,096	35,235	36,264	37,447	36,579	37,648	39,185
Year 8	31,879	32,836	33,878	33,015	34,004	36,958	35,558	36,597	37,800	36,924	38,004	39,606
Year 9	32,177	33,143	34,195	33,336	34,334	36,958	**	**	**38,153	37,269	38,360	39,987
Year 10	32,475	33,450	34,512	33,657	34,664	36,958	**	**	**38,506	37,314	38,716	40,368

* Associate Members shall have "served four years as a full-time local pastor" (paragraph 322.1, 2004 *Discipline*).

** "...no candidate shall be continued on probation beyond the eighth regular conference session following their admission to probationary membership..." (Paragraph 327, 2004 *Discipline*). Figures appearing in years 9 & 10 for 2009 are to accommodate changes to calculations of years of service for this category.

*** Full Members shall have "...served full time under episcopal appointment for at least three full annual conference years..." (Paragraph 335, 2004 *Discipline*).

The charts reflect minimums, not maximums which pastors 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 \$34,512 for their ten years of service, plus an additional \$1,725 for the five years beyond the schedule, or a minimum of \$36,237. An Associate Member with 15 years of service should be paid a minimum of \$38,428. A Full Member with 15 years of service should be paid a minimum of \$42,388.