

**Below is the report of the Commission on Equitable Compensation presented to, and passed at, the 2016 Annual Conference Session.**

## **Commission on Equitable Compensation**

*Rev. Gunshik Shim, Chair*

*Concur: 86, Non-Concur: 0, Abstain: 2; 100% concurrence, NYAC conference session: adopted*

101. The purpose of the Commission on Equitable Compensation as expressed in the 2012 *Book of Discipline* is to “support full-time clergy serving as pastors in the charges of the annual conference” (¶625.2).
102. This includes “recommending conference standards for pastoral support... administering funds to be used in base compensation supplementation... providing counsel and advisory material on pastoral support to district superintendents and committees on pastor-parish relations...and submitting an arrearage policy to be adopted by the annual conference.” (¶625.2)

### **Recommendations for the year 2017:**

103. The Commission recommends to the annual conference that the Equitable Salary Fund be set at \$140,000.
104. That the Salary Adjustment Fund be set at \$80,000.
105. That the Minimum Salary Schedule be increased across the board by 2.0% in every category.
106. That the minimum equitable salary for  $\frac{3}{4}$ -time pastoral appointments shall be  $\frac{3}{4}$  of the required minimum; that the minimum equitable salary for  $\frac{1}{2}$ -time pastoral appointments shall be  $\frac{1}{2}$  of the required minimum; that minimum salary for less than  $\frac{1}{2}$ -time appointments shall be determined by the Cabinet in consultation with the pastor and the local church.
107. That the minimum professional reimbursement account remains same at \$5,550.00, and that pastors under part-time appointments receive a minimum of \$1,387.50 for each  $\frac{1}{4}$ -time increment.
108. That pastors serving multi-church charges are to receive an additional \$750.00 professional reimbursement for each church after the first church on their circuit, whether serving in a part-time or full-time appointment.
109. That the 2017 minimum equitable salary for all pastors serving under full-time appointments is as follows:

Note that service years include all years under episcopal appointment in any Methodist denomination or Conference from the time of first serving as a local pastor.

**New York Annual Conference  
2017 Minimum Salary Schedule**

<b>Service Year</b>	<b>Local Pastor</b>	<b>Probationer</b>	<b>Associate Member</b>	<b>Elder/ Permanent Deacon</b>
1	\$ 37,713.99	\$ 40,038.83	\$ 40,555.46	\$ 41,330.40
2	\$ 37,946.47	\$ 40,297.14	\$ 40,839.60	\$ 41,640.38
3	\$ 38,178.96	\$ 40,555.46	\$ 41,123.75	\$ 41,950.36
4	\$ 38,411.44	\$ 40,813.77	\$ 41,407.89	\$ 42,260.33
5	\$ 38,643.92	\$ 41,072.09	\$ 41,692.04	\$ 42,570.31
6	\$ 38,876.41	\$ 41,330.40	\$ 41,976.19	\$ 42,880.29
7	\$ 39,108.89	\$ 41,588.72	\$ 42,260.33	\$ 43,190.27
8	\$ 39,341.37	\$ 41,847.03	\$ 42,544.48	\$ 43,500.25
9	\$ 39,573.86	\$ 42,105.35	\$ 42,828.63	\$ 43,810.22
10	\$ 39,806.34	\$ 42,363.66	\$ 43,112.77	\$ 44,120.20
11	\$ 40,038.83	\$ 42,621.98	\$ 43,396.92	\$ 44,430.18
12	\$ 40,271.31	\$ -	\$ 43,681.07	\$ 44,740.16
13	\$ 40,503.79	\$ -	\$ 43,965.21	\$ 45,050.14
14	\$ 40,736.28	\$ -	\$ 44,249.36	\$ 45,360.11
15	\$ 40,968.76	\$ -	\$ 44,533.51	\$ 45,670.09
16	\$ 41,201.24	\$ -	\$ 44,817.65	\$ 45,980.07
17	\$ 41,433.73	\$ -	\$ 45,101.80	\$ 46,290.05
18	\$ 41,666.21	\$ -	\$ 45,385.95	\$ 46,600.03
19	\$ 41,898.69	\$ -	\$ 45,670.09	\$ 46,910.00
20	\$ 42,131.18	\$ -	\$ 45,954.24	\$ 47,219.98
21	\$ 42,363.66	\$ -	\$ 46,238.39	\$ 47,529.96
22	\$ 42,596.14	\$ -	\$ 46,522.53	\$ 47,839.94
23	\$ 42,828.63	\$ -	\$ 46,806.68	\$ 48,149.92
24	\$ 43,061.11	\$ -	\$ 47,090.82	\$ 48,459.89
25+	\$ 43,293.59	\$ -	\$ 47,374.97	\$ 48,769.87