

1 **Below is the report of the Commission on Equitable Compensation passed at the 2019**
2 **Annual Conference Session**

3 **Commission on Equitable Compensation**

4 *Rev. Noel N. Chin, Chair*

5 The purpose of the Commission on Equitable Compensation, as expressed in the 2016 Book of Discipline, is to
6 “support full-time clergy serving as pastors in the charges of the annual conference” (§1625.2).

7 This includes “recommending conference standards for pastoral support...administering funds to be used in base
8 compensation supplementation...providing counsel and advisory material on pastoral support to district
9 superintendents and committees on pastor-parish relations...and submitting an arrearage policy to be adopted
10 by the annual conference” (§1625.2).

11 **Recommendations for the year 2020:**

12 The commission recommends to the annual conference that the Equitable Salary Fund be set at \$180,000

13 That the salary Adjustment Fund be set at \$100,000;

14 That the minimum professional reimbursement account be increased from \$5,700.00 to \$5,850.00, and that
15 pastors under part-time appointments receive a minimum of \$1,463.00 for each ¼-time increment;

16 That pastors serving multi-point charges or multiple appointments will receive a “Multiple Charge/Appointment
17 Adjustment” of \$750.00 for each additional church beyond the initial church on the charge, whether serving in a
18 part-time or full-time appointment. Pastors will have the option of having the amount taken as salary or added
19 to their Accountable Reimbursement Plan (ARP). **NOTE:** Please refer to the document published by the General
20 Council on Finance and Administration, titled “Accountable Reimbursement Policies”. This document will give
21 you the guidelines for establishing and maintaining accountable reimbursement plans. Information on
22 accountable reimbursement policies can be downloaded at www.nyac.com/conf-forms.

23 **The 2020 Salary and other compensation**

24 **HOUSING EXCLUSION**

25 For income tax purposes, the Church Council of each charge/parish may designate a portion of the pastor’s
26 salary as a “Housing Exclusion”, to the extent that this amount is used for the cost of utilities, furniture,
27 equipment, and other items/expenses related to living in the parsonage which are **not otherwise provided** by
28 the local congregation. This satisfies Section 107 of the Internal Revenue Code. This action must be taken each
29 year at the Charge/Church Conference to be applicable to the next calendar year for income tax purposes. Thus
30 the exact amount of the Housing Exclusion must be approved in writing before the start of each calendar year.
31 A Housing Exclusion for a pastoral change made during the calendar year must be approved prior to the start of
32 the new appointment. **There is no cost to the local church to designate a Housing Exclusion.**

33 Records to support the exclusion are the responsibility of the pastor who may need to submit them with their
34 personal income taxes and should be retained for at least seven (7) years in case of an audit.

35 Resources related to the Housing Exclusion, including forms provided by Wespath, are available at:
36 www.nyac.com/conf-forms.

1 **2020 minimum equitable salary**

2 The 2020 minimum equitable salary for all pastors serving under full time appointment is increased by 2.2% over
3 2019. The new figures are as follows: (Note, that service year include all year under episcopal appointment in
4 any Methodist denomination or conference from the time of the first appointment as a local pastor)

5 **New York Annual Conference 2020 Minimum Salary Schedule**

Service Year	Local Pastor	Provisional Member	Associate Member	Elder/ Permanent Deacon
1	\$ 39,708	\$ 42,155	\$ 42,699	\$ 43,515
2	\$ 39,952	\$ 42,427	\$ 42,999	\$ 43,842
3	\$ 40,197	\$ 42,699	\$ 43,298	\$ 44,168
4	\$ 40,442	\$ 42,971	\$ 43,597	\$ 44,494
5	\$ 40,687	\$ 43,243	\$ 43,896	\$ 44,821
6	\$ 40,932	\$ 43,515	\$ 44,195	\$ 45,147
7	\$ 41,176	\$ 43,787	\$ 44,494	\$ 45,473
8	\$ 41,421	\$ 44,059	\$ 44,794	\$ 45,800
9	\$ 41,666	\$ 44,331	\$ 45,093	\$ 46,126
10	\$ 41,911	\$ 44,603	\$ 45,392	\$ 46,453
11	\$ 42,155	\$ 44,875	\$ 45,691	\$ 46,779
12	\$ 42,400	\$ 45,147	\$ 45,990	\$ 47,105
13	\$ 42,645	\$ 45,419	\$ 46,289	\$ 47,432
14	\$ 42,890	\$ 45,691	\$ 46,589	\$ 47,758
15	\$ 43,135	\$ 45,963	\$ 46,888	\$ 48,084
16	\$ 43,379	\$ 46,235	\$ 47,187	\$ 48,411
17	\$ 43,624	\$ 46,507	\$ 47,486	\$ 48,737
18	\$ 43,869	\$ 46,779	\$ 47,785	\$ 49,064
19	\$ 44,114	\$ 47,051	\$ 48,084	\$ 49,390
20	\$ 44,358	\$ 47,323	\$ 48,384	\$ 49,716
21	\$ 44,603	\$ 47,595	\$ 48,683	\$ 50,043
22	\$ 44,848	\$ 47,867	\$ 48,982	\$ 50,369
23	\$ 45,093	\$ 48,139	\$ 49,281	\$ 50,695
24	\$ 45,338	\$ 48,411	\$ 49,580	\$ 51,022
25+	\$ 45,582	\$ 48,683	\$ 49,879	\$ 51,348