

1 **Below is the report of the Commission on Equitable Compensation passed at the**  
2 **2020 Annual Conference Session**

3 **Commission on Equitable Compensation**  
4 **Rev. Noel N. Chin, Chair**

5 101. 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).

7 102. 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 by  
10 the annual conference” (§1625.2)

11 103. The Commission is engaging in the process of developing new guidelines to determine clergy compensation to be  
12 presented to the 2021 Annual Conference. These guidelines will seek to respond to the financial challenges faced  
13 by many congregations in our conference as they seek to adequately fund ministry. The addressing of these  
14 challenges will be important as we seek to remain relevant and continue to engage in transformative ministry. The  
15 aim is to have a policy that will be ready in advance of next year’s conference to allow for important pre-conference  
16 discussion.

17 **104. Recommendations for the year 2021:**

18 105. The commission recommends to the annual conference that the Equitable Salary Fund be set at \$175,500;

19 106. That the salary Adjustment Fund be set at \$97,500;

20 107. That the minimum professional reimbursement account be set at \$5,850.00, and that pastors under part-time  
21 appointments receive a minimum of \$1,463.00 for each ¼-time increment;

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

29 **109. The 2021 Salary and other Compensation**

30 **110. HOUSING EXCLUSION**

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

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

41 113. Resources related to the Housing Exclusion, including forms provided by Wespeth, are available at:  
42 [www.nyac.com/conf-forms](http://www.nyac.com/conf-forms).

43 **114. 2021 Minimum Equitable Salary**

44 115. The Minimum Salary Schedule will remain the same as in 2020 for each category.

45 116. The minimum equitable salary for ¾-time pastoral appointments shall be ¾ of the required minimum. The minimum  
46 equitable salary for ½-time pastoral appointments shall be ½ of the required minimum. The minimum equitable

1 salary for less than ½-time pastoral appointments shall be determined by the Cabinet in consultation with the pastor  
2 and the local church.

3 117. The 2021 minimum equitable salary figures for pastors serving under full time appointment shall be as follows:  
4 (Note, that service years include all years under episcopal appointment in any Methodist denomination or  
5 conference from the time of the first appointment as a local pastor.)

6 **New York Annual Conference**  
7 **2021 Minimum Salary Schedule**

Service Year	Local Pastor	Provisional Member	Associate Member	Elder/ Full Member 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