

**Below is the report of the Commission on Equitable Compensation presented to, and passed at, the 2018 Annual Conference Session.**

**Commission on Equitable Compensation**

Rev. Noel N. Chin, Chair

101. The purpose of the Commission on Equitable Compensation, as expressed in the 2016 *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).
103. The Commission is also in the process of engaging “in a study to develop a formula-based model for determining equitable compensation that encompasses the rationale behind service-year increments, clergy-status increments and a linkage to another relevant metric such as Conference Average Compensation.” This was requested by the 2017 Annual Conference. The final observations will be included in the report to the 2019 Annual Conference.

**Recommendations for the year 2019:**

104. The commission recommends to the annual conference that the Equitable Salary Fund be set at \$180,000.
105. That the salary Adjustment Fund be set at \$100,000.
106. That the Minimum Salary Schedule be increased across the board by 2.0% in every category.
107. That the minimum equitable salary for ¼-time pastoral appointments shall be ¼ of the required minimum; that the minimum equitable salary for ½-time pastoral appointments shall be ½ of the required minimum; that the minimum equitable salary for less than ½-time pastoral appointments shall be determined by the cabinet in consultation with the pastor and the local church.
108. That the minimum professional reimbursement account be increased from \$5,550.00 to \$5,700.00, and that pastors under part-time appointments receive a minimum of \$1,425.00 for each ¼-time increment.
109. That pastors serving multi-church charges are to receive an additional \$750.00 in professional reimbursement for each church after the first church on their circuit, whether serving in a part-time or full-time appointment.
110. That the 2019 minimum equitable salary for all pastors serving under full-time appointment be as follows:

(Note that service years include all years under episcopal appointment in any Methodist denomination or Conference from the time of the first appointment as a Local Pastor).

**New York Annual Conference  
2019 Minimum Salary Schedule**

Service Year	Local Pastor	Provisional Member	Associate Member	Elder/ Permanent Deacon
1	\$ 38,853	\$ 41,248	\$ 41,780	\$ 42,579
2	\$ 39,092	\$ 41,514	\$ 42,073	\$ 42,898
3	\$ 39,332	\$ 41,780	\$ 42,366	\$ 43,217
4	\$ 39,571	\$ 42,046	\$ 42,658	\$ 43,537
5	\$ 39,811	\$ 42,312	\$ 42,951	\$ 43,856
6	\$ 40,050	\$ 42,579	\$ 43,244	\$ 44,175

7	\$	40,290	\$	42,845	\$	43,537	\$	44,495
8	\$	40,529	\$	43,111	\$	43,829	\$	44,814
9	\$	40,769	\$	43,377	\$	44,122	\$	45,133
10	\$	41,008	\$	43,643	\$	44,415	\$	45,453
11	\$	41,248	\$	43,909	\$	44,708	\$	45,772
12	\$	41,488	\$	44,175	\$	45,000	\$	46,091
13	\$	41,727	\$	44,441	\$	45,293	\$	46,411
14	\$	41,967	\$	44,708	\$	45,586	\$	46,730
15	\$	42,206	\$	44,974	\$	45,878	\$	47,049
16	\$	42,446	\$	45,240	\$	46,171	\$	47,369
17	\$	42,685	\$	45,506	\$	46,464	\$	47,688
18	\$	42,925	\$	45,772	\$	46,757	\$	48,007
19	\$	43,164	\$	46,038	\$	47,049	\$	48,327
20	\$	43,404	\$	46,304	\$	47,342	\$	48,646
21	\$	43,643	\$	46,570	\$	47,635	\$	48,965
22	\$	43,883	\$	46,836	\$	47,928	\$	49,285
23	\$	44,122	\$	47,103	\$	48,220	\$	49,604
24	\$	44,362	\$	47,369	\$	48,513	\$	49,923
25+	\$	44,601	\$	47,635	\$	48,806	\$	50,243