

NB 6. Revised Minimum Cash Salary Table for Pastors

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Since 1960, the Annual Conference has approved a Minimum Cash Salary Table for Pastors, which factors in the pastor’s education and years of service in pastoral ministry to recommend a minimum base cash salary for that particular pastor. This has been a helpful guide for both pastors and congregations in establishing expectations regarding compensation. While the whole salary table has been adjusted for inflation by the action of the Annual Conference delegate body at regular intervals, generally every year, periodically the formula that creates the Minimum Cash Salary Table needs examination.

The Pastoral Compensation and Benefits Advisory Committee recommends this proposed Minimum Cash Salary Table to replace the present one. In the table presented below, please note the percentage increase between years of experience and the range between education columns. This recommendation narrows the increase for each year of experience. The most significant change in this recommendation is a progressive narrowing of the range between education levels as a pastor gains more experience. The committee also proposes raising the starting salary for pastors to become more competitive with vocations which demand similar educational entry requirements and vocational responsibilities. This item of business does not assume a cost of living increase for the year 2022, which will be addressed in New Business Item 7 from the Pastoral Compensation and Benefits Advisory Committee.

REVISED
Minimum Cash Salary Table for Pastors

These Table values are programmed into the the
 Pastoral Compensation Calculator.

However, these Table values **DO NOT INCLUDE** the value
 of a Congregation-Provided Parsonage **OR** a
 Congregation-Provided Parsonage Adjustment Amount.

Years of Service	YEARS (%)			Experience Increase	EDUCATION (%)		
	Master of Divinity Degree	BA & Approved Ministry Training	No BA & Approved Ministry Training		Master of Divinity Degree	Bachelors Degree	No Bachelors Degree
0	\$44,829.11	\$38,104.74	\$33,621.83		100%	85%	75%
1	\$46,173.98	\$39,709.63	\$34,630.49	3.0%	100%	86%	75%
2	\$47,559.20	\$41,376.51	\$37,096.18	3.0%	100%	87%	78%
3	\$48,985.98	\$43,107.66	\$38,209.06	3.0%	100%	88%	78%
4	\$50,455.56	\$44,905.45	\$40,869.00	3.0%	100%	89%	81%
5	\$51,969.22	\$46,772.30	\$42,095.07	3.0%	100%	90%	81%
6	\$53,268.46	\$48,474.29	\$44,745.50	2.5%	100%	91%	84%
7	\$54,600.17	\$50,232.15	\$45,864.14	2.5%	100%	92%	84%
8	\$55,965.17	\$52,047.61	\$48,689.70	2.5%	100%	93%	87%
9	\$57,364.30	\$53,922.44	\$49,906.94	2.5%	100%	94%	87%
10	\$58,798.41	\$55,858.49	\$52,918.57	2.5%	100%	95%	90%
11	\$59,974.38	\$56,975.66	\$53,976.94	2.0%	100%	95%	90%
12	\$61,173.86	\$58,115.17	\$55,056.48	2.0%	100%	95%	90%
13	\$62,397.34	\$59,277.47	\$56,157.61	2.0%	100%	95%	90%
14	\$63,645.29	\$60,463.02	\$57,280.76	2.0%	100%	95%	90%
15	\$64,918.19	\$61,672.28	\$58,426.37	2.0%	100%	95%	90%
16	\$65,567.38	\$62,289.01	\$59,010.64	1.0%	100%	95%	90%
17	\$66,223.05	\$62,911.90	\$59,600.74	1.0%	100%	95%	90%
18	\$66,885.28	\$63,541.02	\$60,196.75	1.0%	100%	95%	90%
19	\$67,554.13	\$64,176.43	\$60,798.72	1.0%	100%	95%	90%
20	\$68,229.67	\$64,818.19	\$61,406.71	1.0%	100%	95%	90%
21	\$68,911.97	\$65,466.37	\$62,020.77	1.0%	100%	95%	90%
22	\$69,601.09	\$66,121.04	\$62,640.98	1.0%	100%	95%	90%
23	\$70,297.10	\$66,782.25	\$63,267.39	1.0%	100%	95%	90%
24	\$71,000.07	\$67,450.07	\$63,900.06	1.0%	100%	95%	90%
25	\$71,710.07	\$68,124.57	\$64,539.07	1.0%	100%	95%	90%
26	\$72,427.17	\$68,805.81	\$65,184.46	1.0%	100%	95%	90%
27	\$73,151.45	\$69,493.87	\$65,836.30	1.0%	100%	95%	90%
28	\$73,882.96	\$70,188.81	\$66,494.66	1.0%	100%	95%	90%
29	\$74,621.79	\$70,890.70	\$67,159.61	1.0%	100%	95%	90%
30	\$75,368.01	\$71,599.61	\$67,831.21	1.0%	100%	95%	90%

NOTE: The 30-year M.Div. Amount of \$75,368.01 equals the 2022 Recommended Minimum Cash Salary Table for Pastors (passed at AC 2021), without AC 2022 COLA.