



## Minimum Equitable Salaries for 2025

The Annual Conference approved the following basic equitable salaries for 2025 for full time appointments:

- Elder and Deacon in Full Connection: \$48,992
- Provisional Deacons and Elders under full-time post-seminary appointments: \$46,436
- Associate Members: \$45,462
- Full Time Local Pastor: \$43,033

To arrive at the minimum base salary for each pastor, the appropriate base salary listed above shall be increased by 1% for each year of service up to a maximum of 20 years. Years of service are determined by the number of full-time years (or a combination of part-time equivalent years) **fully completed** prior to July 1, 2025.

Completed Years of Service	Full Members (Elder/Deacon) Plus Housing	Provisional Commissioned Members	Associate Members	Full-Time Local Pastors
0	\$48,992	\$46,436	\$45,462	\$43,033
1	\$49,482	\$46,900	\$45,917	\$43,463
2	\$49,972	\$47,365	\$46,371	\$43,894
3	\$50,462	\$47,829	\$46,826	\$44,324
4	\$50,952	\$48,293	\$47,280	\$44,754
5	\$51,442	\$48,758	\$47,735	\$45,185
6	\$51,932	\$49,222	\$48,190	\$45,615
7	\$52,421	\$49,687	\$48,644	\$46,045
8	\$52,911	\$50,151	\$49,099	\$46,476
9	\$53,401	\$50,615	\$49,554	\$46,906
10	\$53,891	\$51,080	\$50,008	\$47,336
11	\$54,381	\$51,544	\$50,463	\$47,767
12	\$54,871	\$52,008	\$50,917	\$48,197
13	\$55,361	\$52,473	\$51,372	\$48,627
14	\$55,851	\$52,937	\$51,827	\$49,058
15	\$56,341	\$53,401	\$52,281	\$49,488
16	\$56,831	\$53,866	\$52,736	\$49,918
17	\$57,321	\$54,330	\$53,191	\$50,349
18	\$57,811	\$54,794	\$53,645	\$50,779
19	\$58,300	\$55,259	\$54,100	\$51,209
20	\$58,790	\$55,723	\$54,554	\$51,640

Each church or charge, in recommending increases, should consider increases above the minimum base salary, and the Pastor/Staff Parish Relations Committees particularly take note of such areas as education, experience, skills, commitment, amount paid by clergy to Social Security as self-employed persons, family needs, and payment of health insurance.

Any amount provided as a housing allowance is not to be considered part of the minimum base salary as set forth in this resolution (§252.4(e), 2016 *Discipline*).

Any change in clergy minimum base salaries related to a change of clergy status through ordination, commissioning, or licensing after July 1, 2025 will become effective as of July 1, 2026. Pastors receiving their first appointment are at level 0.

All full-time pastors shall have an accountable reimbursement expense line item in the church budget to cover mileage for pastoral work, continuing education, and other professional ministerial expenses as allowed by the IRS. This reimbursable amount shall be a minimum of \$2,500. For churches that are receiving Equitable Compensation support, their accountable reimbursement expense line should not exceed \$2,500.