

RESOLUTION #2025-08: EQUITABLE COMPENSATION

Resolution Regarding Equitable Compensation Recommendation for 2026

Presented by the Commission on Equitable Compensation

WHEREAS, it is a mandate of the Commission on Equitable Compensation to support clergy serving as pastors in the charges of the Annual Conference by recommending conference standards for pastoral support (§624.2(a), 2024 *Discipline*), and

WHEREAS, the Commission is charged with annually recommending to the Annual Conference a schedule of minimum base compensation for all full-time pastors or those clergy members of the annual conference appointed less than full-time to a local church, subject to such rules and regulations as the conference may adopt (§624.3, 2024 *Discipline*), and

WHEREAS, the Commission seeks to address the concerns of clergy compensation and recognize the economic difficulties encountered by churches,

WHEREAS, the Commission seeks also to address the financial needs of clergy, we evaluate the realities of the current financial environment, including the COLA (Cost of living Adjustment) established by the Social Security Administration, and rising inflation,

THEREFORE, BE IT RESOLVED that the Annual Conference establish minimum salaries reflecting a 2.5% increase for 2026. The schedule of minimum base salaries for persons under appointment in the local church for 2026 shall be as follows:

- a) Elders and Deacons in Full Connection \$50,217
- b) Provisional Deacons and Elders under full-time post-seminary appointments \$47,597
- c) Associate Members \$46,599
- d) Full-Time Local Pastors \$44,109

BE IT FURTHER RESOLVED, that 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 January 1, 2026; and

BE IT FURTHER RESOLVED, that each church or charge, in recommending increases, consider increases above the minimum base salary, and that 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; and

BE IT FURTHER RESOLVED, that 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), 2024 *Discipline*); and

BE IT FURTHER RESOLVED, that any change in clergy minimum base salaries related to a change of clergy status through ordination, commissioning, or licensing in 2026 will become effective as of January 1, 2027. Pastors receiving their first appointment are at level 0, and

BE IT FURTHER RESOLVED, that 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, and

01 **BE IT FURTHER RESOLVED**, that if a church or charge cannot meet the standard of support for a full-
02 time pastor, the Cabinet will be notified as soon as possible and appropriate action taken by the Cabinet
03 (§623.1, 2024 Discipline), and
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05 **BE IT FURTHER RESOLVED**, that churches may apply to the Commission for a grant to assist the church in
06 paying the pastor an equitable salary following the application process promulgated by the Commission.
07 If a church is seeking a grant to pay the pastor more than the minimum specified by this resolution the
08 measures of church vitality (worship attendance, making disciples, small group attendance, community
09 outreach, and missional giving) will be considered, and
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11 **BE IT FURTHER RESOLVED**, that churches that receive Equitable Compensation Grants in one year and
12 apply again in the subsequent year are expected to request 25% less than in the prior year, and
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14 **BE IT FURTHER RESOLVED**, that membership on the Commission shall include a representative number
15 of persons of color to ensure that the perspective of persons of color of the Eastern Pennsylvania
16 Conference be considered. This is in keeping with the Conference goal of Ending the Sin of Racism and its
17 commitment to equity and economic justice.
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19 **Person Responsible for Presenting Resolution:** David Koch, Chair, Commission on Equitable
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