

2015 Minimum Base Compensation Schedule

In accordance with paragraph 625.3 of the *Discipline*, the Commission on Equitable Compensation recommends the Minimum Base Compensation Schedule of the Detroit Annual Conference as of January 1, 2015 shall be established at the following amounts:

Completed Years of Service	Local Pastor			Associate Member			Provisional Member			Full Member		
	2013	2014	2015	2013	2014	2015	2013	2014	2015	2013	2014	2015
Year 1	\$32,974	\$33,502	\$33,904	*	*	*	\$36,797	\$37,386	\$37,835	***	***	***
Year 2	\$33,303	\$33,836	\$34,242	*	*	*	\$37,164	\$37,759	\$38,212	***	***	***
Year 3	\$33,636	\$34,174	\$34,584	*	*	*	\$37,536	\$38,137	\$38,595	***	***	***
Year 4	\$33,973	\$34,517	\$34,931	*	*	*	\$37,911	\$38,518	\$38,980	\$39,664	\$40,299	\$40,783
Year 5	\$34,312	\$34,861	\$35,279	\$35,841	\$36,415	\$36,852	\$38,291	\$38,904	\$39,371	\$40,060	\$40,701	\$41,189
Year 6	\$34,656	\$35,211	\$35,634	\$36,199	\$36,778	\$37,219	\$38,673	\$39,292	\$39,764	\$40,461	\$41,108	\$41,601
Year 7	\$35,002	\$35,562	\$35,989	\$36,561	\$37,146	\$37,592	\$39,060	\$39,685	\$40,161	\$40,866	\$41,520	\$42,018
Year 8	\$35,352	\$35,918	\$36,349	\$36,927	\$37,518	\$37,968	\$39,451	\$40,082	\$40,563	\$41,274	\$41,934	\$42,437
Year 9	\$35,706	\$36,277	\$36,712	\$37,296	\$37,893	\$38,348	**	**	**	\$41,687	\$42,354	\$42,862
Year 10	\$36,063	\$36,640	\$37,080	\$37,669	\$38,272	\$38,731	**	**	**	\$42,104	\$42,778	\$43,291

* Associate Members shall have "served four years as full-time local pastor" (paragraph 322, 2008 *Discipline*).

** "No member shall be continued on probation beyond the eighth regular session following their admission to provisional membership" (paragraph 327, 2008 *Discipline*).

*** Full members shall have "...served full time under episcopal appointment for at least two full annual conference years..." (paragraph 335, 2008 *Discipline*).

The Commission realizes that many churches are experiencing financial stress, based on the Consumer Price Index, we are recommending a 1.2% increase this year.

The chart reflects the minimums, not maximums which pastors will be paid. Congregations can pay their pastors an increase of at least 1% of the tenth year compensation for each additional year of service. For example: A Local Pastor with 15 years of service could be paid \$37,080 for their ten years of service, plus an additional \$1854 for the five years beyond the schedule, or a minimum of \$38,934.

Any questions, please contact Rev. Mark E. Zender at revmarkzender@sbcglobal.net or cell phone 313-690-7248.