

### 2018 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, 2018 shall be established at the following amounts:

| Completed Years of Service | Local Pastor |          |          | Associate Member |          |          | Provisional Member |          |          | Full Member |          |          |
|----------------------------|--------------|----------|----------|------------------|----------|----------|--------------------|----------|----------|-------------|----------|----------|
|                            | 2016         | 2017     | 2018     | 2016             | 2017     | 2018     | 2016               | 2017     | 2018     | 2016        | 2017     | 2018     |
| Year 1                     | \$34,480     | \$34,825 | \$35,173 | *                | *        | *        | \$38,478           | \$38,863 | \$39,252 | ***         | ***      | ***      |
| Year 2                     | \$34,824     | \$35,172 | \$35,524 | *                | *        | *        | \$38,862           | \$39,251 | \$39,644 | ***         | ***      | ***      |
| Year 3                     | \$35,172     | \$35,524 | \$35,879 | *                | *        | *        | \$39,251           | \$39,644 | \$40,040 | ***         | ***      | ***      |
| Year 4                     | \$35,525     | \$35,880 | \$36,239 | *                | *        | *        | \$39,643           | \$40,039 | \$40,439 | \$41,476    | \$41,891 | \$42,310 |
| Year 5                     | \$35,879     | \$36,238 | \$36,600 | \$37,478         | \$37,853 | \$38,232 | \$40,040           | \$40,400 | \$40,804 | \$41,889    | \$42,308 | \$42,731 |
| Year 6                     | \$36,240     | \$36,602 | \$36,968 | \$37,852         | \$38,231 | \$38,613 | \$40,440           | \$40,844 | \$41,252 | \$42,308    | \$42,731 | \$43,158 |
| Year 7                     | \$36,601     | \$36,967 | \$37,337 | \$38,231         | \$38,613 | \$38,999 | \$40,844           | \$41,252 | \$41,665 | \$42,732    | \$43,159 | \$43,591 |
| Year 8                     | \$36,967     | \$37,337 | \$37,710 | \$38,613         | \$38,999 | \$39,389 | \$41,253           | \$41,666 | \$42,083 | \$43,158    | \$43,590 | \$44,026 |
| Year 9                     | \$37,336     | \$37,709 | \$38,086 | \$39,000         | \$39,390 | \$39,784 | **                 | **       | **       | \$43,591    | \$44,027 | \$44,467 |
| Year 10                    | \$37,710     | \$38,087 | \$38,468 | \$39,389         | \$39,783 | \$40,181 | **                 | **       | **       | \$44,027    | \$44,467 | \$44,912 |

\* Associate Members shall have "served four years as full-time local pastor" (paragraph 322, 2016 Discipline).

\*\* "No member shall be continued on probation beyond the eighth regular session following their admission to provisional membership" (paragraph 327, 2016 Discipline).

\*\*\* Full members shall have "...served full time under episcopal appointment for at least two full annual conference years..." (pa aph 335, 2016 Discipline)

The Commission, based on the Consumer Price Index, are recommending a 1.0% 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 \$38,468 for their ten years of service, plus an additional \$1923 for the five years beyond the schedule, or a minimum of \$40,391.

Any questions, please contact Rev. Mark E. Zender at [revmarkzender@sbcglobal.net](mailto:revmarkzender@sbcglobal.net) or cell phone 313-690-7248.