

### 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..." (paragraph 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 or cell phone 313-690-7248.