

**BALTIMORE-WASHINGTON CONFERENCE
EQUITABLE COMPENSATION COMMISSION
2021 MINIMUM CLERGY SALARY TABLE**

Base Cash Salary	Year Received	Years Served	Increment Earned	Individual Equitable Base	TOTAL COMP (Base Cash Salary + Housing Allowance)
\$45,678	2021	0	\$0	\$45,678	\$66,042
\$45,678	2020	1	\$250	\$45,928	\$66,292
\$45,678	2019	2	\$500	\$46,178	\$66,542
\$45,678	2018	3	\$750	\$46,428	\$66,691
\$45,678	2017	4	\$1,000	\$46,678	\$66,941
\$45,678	2016	5	\$1,250	\$46,928	\$67,191
\$45,678	2015	6	\$1,500	\$47,178	\$67,441
\$45,678	2014	7	\$1,750	\$47,428	\$67,691
\$45,678	2013	8	\$2,000	\$47,678	\$67,941
\$45,678	2012	9	\$2,250	\$47,928	\$68,191
\$45,678	2011	10	\$2,500	\$48,178	\$68,441
\$45,678	2010	11	\$2,750	\$48,428	\$68,691
\$45,678	2009	12	\$3,000	\$48,678	\$68,941
\$45,678	2008	13	\$3,250	\$48,928	\$69,191
\$45,678	2007	14	\$3,500	\$49,178	\$69,441
\$45,678	2006	15	\$3,750	\$49,428	\$69,691

Credit for part-time service =

_____ (years of service) X _____ (percentage of full-time, i.e., 25%, 50% or 75%)

Equitable compensation grants are given to support clergy salary and are not to be used for other expenses including housing allowance, reimbursement, or church expenses.

All housing allowances paid by the local church in excess of **\$20,364** shall be considered as salary for the purpose of determining equitable compensation eligibility.