

**BALTIMORE-WASHINGTON CONFERENCE  
EQUITABLE COMPENSATION COMMISSION  
2023 MINIMUM CLERGY SALARY TABLE**

<b>Base Cash Salary</b>	<b>Year Received</b>	<b>Years Served</b>	<b>Increment Earned</b>	<b>Individual Equitable Base</b>	<b>TOTAL COMP (Base Cash Salary + Housing Allowance)</b>
\$47,990	2023	0	\$0	\$47,990	\$69,384
\$47,990	2022	1	\$250	\$48,240	\$69,634
\$47,990	2021	2	\$500	\$48,490	\$69,884
\$47,990	2020	3	\$750	\$48,740	\$70,134
\$47,990	2019	4	\$1,000	\$48,990	\$70,384
\$47,990	2018	5	\$1,250	\$49,240	\$70,634
\$47,990	2017	6	\$1,500	\$49,490	\$70,884
\$47,990	2016	7	\$1,750	\$49,740	\$71,134
\$47,990	2015	8	\$2,000	\$49,990	\$71,384
\$47,990	2014	9	\$2,250	\$50,240	\$71,634
\$47,990	2013	10	\$2,500	\$50,490	\$71,884
\$47,990	2012	11	\$2,750	\$50,740	\$72,134
\$47,990	2011	12	\$3,000	\$50,990	\$72,384
\$47,990	2010	13	\$3,250	\$51,240	\$72,634
\$47,990	2009	14	\$3,500	\$51,490	\$72,884
\$47,990	2008	15	\$3,750	\$51,740	\$73,134

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 **\$21,394** shall be considered as salary for the purpose of determining equitable compensation eligibility.