

BWC Schedule for Total MINIMUM Compensation Requirements

These requirements apply to all clergy under full-time appointment in the BWC, including those who are part of a clergy couple.

Schedule for 2023 FULL-TIME total MINIMUM Clergy Base Salary - revised		
Base Cash Salary	Equitable Comp Base Salary ¹ (plus service increment as appropriate – see chart on conference website)	
Housing	Conference Standard or parsonage	
Pension	17% of Total Compensation	
Health Care Premiums	Per conference contracts ²	
Professional Reimbursements	Conference Standard ³	
Schedule for Clergy Support		Minimum Attendance Targets ⁴
Full-time minimum total (40-51 hours)	Full-time	100
¾ Time appointment (30-35 hours)	¾ Time	75
½ Time appointment (20-25 hours)	½ Time	50
¼ Time appointment (10-15 hours)	¼ Time	30

TOTAL CHURCH OBLIGATION FOR CLERGY BASED ON A FULL-TIME APPOINTMENT	
<i>No pastor's salary can be decreased as a result of this chart, as long as they retain their current appointment</i>	
	MEDICAL AND PENSION MANDATORY
APPOINTMENT	FULL-TIME
Minimum Attendance Targets ⁴	100
Minimum Base Cash Salary	\$47,990.00
Recommended Housing Allowance	\$21,394.00
Pension	\$11,795.28
Medical	\$10,680.00
Minimum Accountable Reimbursement ⁵	\$4,100.00
TOTAL CHURCH OBLIGATION FOR CLERGY	\$95,959.28

- 1 Full-time salary minimum is based on the Equitable Compensation Commission's Clergy Salary Table. A chart of the appropriate minimum salary table for the current year can be found on the conference website.
- 2 See Eligibility Chart on the conference website.
- 3 See BWC Council on Finance and Administration/Equitable Compensation Criteria on the conference website
- 4 Worship attendance minimums are approximate. They must be weighed against the financial status of the congregation and whether the minimum number is able to meet the financial needs of the congregation. Note that there are congregations with 100 in attendance that cannot support a full-time package.
- 5 Review past expenditures (and future needs) carefully to arrive at an amount adequate to support accountable reimbursements.

Other Considerations

- All full-time clergy appointed to a full-time charge shall be provided either a parsonage or a housing allowance
- When a parsonage is provided, Wespath Benefits and Investments requires that it be valued at 25% of base salary for pension benefit computation purposes.
- A pastor living in a parsonage may have a Housing Exclusion; a pastor living in his/her own home may take advantage of a Housing Exclusion in addition to a Housing Allowance. This can be accomplished by passing a resolution designating an amount greater than the housing allowance listed on the compensation package.