

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 2020 FULL-TIME total MINIMUM Clergy Support		
Base Salary	Equitable Comp Base Salary ¹ (plus service increment as appropriate – see chart on conference website)	
Housing	Conference Standard or parsonage	
Pension	18% of 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 CLERGY SUPPORT COMPUTATION - 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
Base Salary	\$44,892.00
Housing Allowance	\$20,263.00
Pension	\$11,727.90
Medical	\$10,320.00
Reimbursement	\$4,100.00
TOTAL CLERGY SUPPORT	\$91,302.90

- 1 Full-time salary minimum is based on the Equitable Compensation Commission's base salary plus service increments. A chart of the appropriate minimum salary 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.

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.

BALTIMORE-WASHINGTON CONFERENCE
EQUITABLE COMPENSATION COMMISSION
2020 Incremental Service Credits

Conference Equitable Base	Year Received	Years Served	Increment Earned	Individual Equitable Base	TOTAL COMP (Equitable Comp + Housing Allowance)
\$44,892	2020	0	\$0	\$44,892	\$65,155
\$44,892	2019	1	\$250	\$45,142	\$65,405
\$44,892	2018	2	\$500	\$45,392	\$65,655
\$44,892	2017	3	\$750	\$45,642	\$65,905
\$44,892	2016	4	\$1,000	\$45,892	\$66,155
\$44,892	2015	5	\$1,250	\$46,142	\$66,405
\$44,892	2014	6	\$1,500	\$46,392	\$66,655
\$44,892	2013	7	\$1,750	\$46,642	\$66,905
\$44,892	2012	8	\$2,000	\$46,892	\$67,155
\$44,892	2011	9	\$2,250	\$47,142	\$67,405
\$44,892	2010	10	\$2,500	\$47,392	\$67,655
\$44,892	2009	11	\$2,750	\$47,642	\$67,905
\$44,892	2008	12	\$3,000	\$47,892	\$68,155
\$44,892	2007	13	\$3,250	\$48,142	\$68,405
\$44,892	2006	14	\$3,500	\$48,392	\$68,655
\$44,892	2005	15	\$3,750	\$48,642	\$68,905

Credit for part-time service =
_____ (years of service) X _____ (percentage of fulltime, 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 **\$20,263** shall be considered as salary for the purpose of determining equitable compensation eligibility.