

Great Lakes Provisional Annual Conference
Guidelines for Clergy Compensation for the Year 2024,
Presented to the Convening Annual Conference October 2023
by Jeff Buck, Dean of the Cabinet

The following are guidelines, not mandates. We are operating under a more market-oriented approach to clergy employment than we might be expected to. A congregation or charge can offer whatever it thinks is fair, but without guaranteed annual appointment, it might struggle to create a compensation package which would be attractive to a proper candidate; the Cabinet will not, nor cannot, force clergy to accept appointments they do not desire to take.

In defining what “full-time” means, we desire to speak as much about expectations of job performance and working conditions as about salary. The recommended ranges for each sort of appointment are thus guidelines, not mandates. Nevertheless, in comparing compensation packages, we have decided to propose a single number each year, percentages of which are used in describing all the salary ranges of all the types of appointment. That number is the Full Time Minimum (FTM), which expresses our judgment of the low end of the salary range for a full-time pastor in charge.

The FTM for 2024 will be \$42,000.

Appointments in our system are open-ended, not annual; that is, once an appointment is made, it is assumed that it will continue until either the pastor or the parish desires otherwise and acts upon that desire in harmony with our appointment procedures. The bishop fixes appointments at their beginning, but he does not “re-appoint” everybody each year. So there is no end-date for an appointment, except in the case of Interim Pastors. Interims are appointed for a term, usually six to twenty-four months. They serve in all regards as the pastor of the church, but they are there to provide a transition from one open-ended appointment to the next. Sometimes, they are appointed with the expectation that they will assist in congregational evaluation or healing or the preparation for future ministry. Interim appointments might become open-ended appointments, but that is not their intent. An Interim Pastor is usually compensated at the low end of the range for their appointment type, and benefits packages may vary from that offered for an open-ended appointment.

In cases where a pastor has not yet been ordained, or where there is no regular pastor, the Presiding Elder will either undertake to offer sacramental ministry oneself, or arrange for a qualified clergyperson to provide sacramental ministry as occasion requires.

These guidelines are for clergy appointments, not lay employees. The types of lay staff churches might be in the market for, and the expected compensation for their skills, varies too much for us to express an opinion on.

TYPES OF PASTORAL APPOINTMENTS

TYPE OF PASTORAL APPOINTMENT	PULPIT SUPPLY (not an actual appointment)
JOB EXPECTATIONS	Pulpit supply only
EXPECTED COMPENSATION	“Going Rate” per week (see below)
PARSONAGE/HOUSING	None
BENEFITS	None

EXPENSES Only when bringing in from some distance away or overnight
TIME OFF None

TYPE OF PASTORAL APPOINTMENT: 1/4 TIME ASSOCIATE
JOB EXPECTATIONS Preaching as assigned by pastor
Other duties as assigned
< 15 hours/week

EXPECTED COMPENSATION 20-35% of FTM
PARSONAGE/HOUSING Not expected
BENEFITS None
EXPENSES Mileage
TIME OFF 4 weeks (including 4 Sundays)
Any required education or conference events

TYPE OF PASTORAL APPOINTMENT: 1/4 TIME PASTOR
JOB EXPECTATIONS Preaching weekly
Minimal pastoral care
Minimal administration
< 15 hours/week

EXPECTED COMPENSATION 25-45% of FTM
PARSONAGE/HOUSING Not expected
BENEFITS None
EXPENSES Mileage
TIME OFF 4 weeks (including 4 Sundays)
Any required education or conference events

TYPE OF PASTORAL APPOINTMENT 1/2 TIME ASSOCIATE
JOB EXPECTATIONS Preaching as assigned by pastor
Other duties as assigned
15-30 hours/week

EXPECTED COMPENSATION 40-55% of FTM
PARSONAGE/HOUSING May be provided
BENEFITS Pension available, No insurance
EXPENSES Mileage, some reimbursables
TIME OFF 4 weeks (including 4 Sundays),
Any required education or conference events

TYPE OF PASTORAL APPOINTMENT 1/2 TIME PASTOR
JOB EXPECTATIONS Preaching weekly
Pastoral care
Administration of charge
Some teaching or group leadership
15-30 hours/week

EXPECTED COMPENSATION 50-80% of FTM
PARSONAGE/HOUSING May be provided
BENEFITS Pension available, No insurance
EXPENSES Mileage, some reimbursables
TIME OFF 4 weeks (including 4 Sundays)

	Any required education or conference events
TYPE OF PASTORAL APPOINTMENT	3/4 TIME ASSOCIATE
JOB EXPECTATIONS	Preaching as assigned by pastor Other duties as assigned 30-40 hours/week
EXPECTED COMPENSATION	60-95% of FTM
PARSONAGE/HOUSING	Often available
BENEFITS	Pension required, insurance available
EXPENSES	Mileage, reimbursables
TIME OFF	4 weeks (including 4 Sundays) Any required education or conference events Connectional ministry (see below)
TYPE OF PASTORAL APPOINTMENT	3/4 TIME PASTOR
JOB EXPECTATIONS	Preaching weekly Pastoral care Administration of charge Teaching 30-40 hours/week
EXPECTED COMPENSATION	75-115% of FTM
PARSONAGE/HOUSING	Often available
BENEFITS	Pension required, insurance available
EXPENSES	Mileage, reimbursables
TIME OFF	4 weeks (including 4 Sundays) Any required education or conference events Connectional ministry (see below)
TYPE OF PASTORAL APPOINTMENT	FULL TIME ASSOCIATE
JOB EXPECTATIONS	Preaching as assigned by pastor Other duties as assigned 40-50 hours/week
EXPECTED COMPENSATION	80-125% of FTM
PARSONAGE/HOUSING	Required
BENEFITS	Pension & insurance required
EXPENSES	Mileage, reimbursables, continuing education
TIME OFF	4 weeks (including 4 Sundays) Any required conference events, up to 2 weeks continuing ed Connectional ministry (see below) 1 free day/week expected Sabbatical leave available (see below)
TYPE OF PASTORAL APPOINTMENT	FULL TIME PASTOR
JOB EXPECTATIONS	Preaching weekly Pastoral care Administration of Charge Teaching 40-60 hours/week

EXPECTED COMPENSATION 100-150% of FTM
PARSONAGE/HOUSING Required
BENEFITS Pension & insurance required
EXPENSES Mileage, reimbursables, continuing education
TIME OFF 4 weeks (including 4 Sundays)
Any required conference events, up to 2 weeks continuing ed
Connectional ministry (see below)
1 free day/week expected
Sabbatical leave available (see below)

TYPE OF PASTORAL APPOINTMENT SENIOR PASTOR
JOB EXPECTATIONS Preaching weekly
Managing staff
Administration of charge
Teaching
Pastoral care
50+ hours/week

EXPECTED COMPENSATION 125-200% of FTM
PARSONAGE/HOUSING Required
BENEFITS Pension & Insurance required
EXPENSES Mileage, reimbursables, continuing education
TIME OFF 4 weeks (including 4 Sundays)
Any required conference events, up to 2 weeks continuing ed
Connectional ministry (see below)
1 free day/week expected
Sabbatical leave available (see below)

TYPE OF PASTORAL APPOINTMENT EXECUTIVE PASTOR
JOB EXPECTATIONS Preaching weekly
Managing staff of very large or multi-site church
Administration of charge
Teaching
Pastoral care
50+ hours/week

EXPECTED COMPENSATION 150-250% of FTM
PARSONAGE/HOUSING Required
BENEFITS Pension & insurance required
EXPENSES Mileage, reimbursables, continuing education
TIME OFF 4 weeks (including 4 Sundays)
Any required conference events, up to 2 weeks continuing ed
Connectional ministry (see below)
1 free day/week expected
Sabbatical leave available (see below)

TYPE OF PASTORAL APPOINTMENT INTERIM PASTOR
JOB EXPECTATIONS Preaching weekly
Pastoral care

	Administration of charge
	Preparing church for future appointment (limited tenure)
	Other duties as appropriate
	Hours/wk as appropriate to appointment type
EXPECTED COMPENSATION	Low end of appointment range by type
PARSONAGE/HOUSING	Negotiable
BENEFITS	Depends
EXPENSES	Mileage, reimbursables
TIME OFF	Negotiable

“Going Rate” for pulpit supply

When a church has a vacancy in the pastorate, or when said pastor is away, the church may find itself having to pay for pulpit supply. The “going rate” – the honorarium for preaching a Sunday in a charge – varies by locality, but a general rule is that of the “day’s wage.” Some might figure what a person flipping hamburgers at a fast food restaurant would be paid for an eight-hour shift; others might take note of what a substitute teacher is paid per diem by the local school corporation. But generally speaking, the “going rate” for pulpit supply is in that neighborhood.

Connectional ministry

All clergy are expected to contribute leadership to their district and conference. Serving on committees, as chairs of committees, or as a presiding elder takes time. Other clergy are available to lead seminars or preach revivals in other churches. Depending upon the level of one’s responsibilities, this may involve extra time away from the parish, including on Sundays, which does not count against vacation. A reasonable expectation for a leader in demand is two weeks, including Sundays, away from the local church. Beyond that, all absences need to be cleared through the staff-parish committee.

Likewise, all clergy under appointment are expected to participate in continuing education, the expectations for which are set by the Board of Ministry and adopted by the Clergy Session of Annual Conference. Taking part in CE events does not count against vacation.

All this said, it is important that the pastor and staff-parish committee communicate clearly about absences from the local church for the purposes of pursuing connectional ministry and continuing education, and that time off for these purposes not be abused.

Sabbatical leave

The amount of sabbatical leave available in a given six-year period is to be an additional 4 weeks, including 4 Sundays. Applications for this sort of leave must be approved by the staff-parish committee and the Cabinet.

Change of appointment

In some areas, an additional week of paid leave is granted by the sending church or receiving church or both when a new appointment is finalized. This is negotiable by the Presiding Elders involved.