

# CHARGE CONFERENCE APPENDIX C

## 2026 Minimum Compensation Standards



This document includes current Annual Conference rules outlining minimum compensation standards, plus the 2026 Minimum Salary Schedule. This information is also printed in Section N(4) of the 2025 Conference Journal, applicable passages from *The Book of Discipline 2020|2024 §342* and Conference Fiscal Rule XII.K of the 2024 & 2025 Conference Journal.

### Questions can be directed to:

Wanda Bethea, Benefits Manager: [wbethea@calpacumc.org](mailto:wbethea@calpacumc.org)

All appointed pastors must receive compensation at least equal to the amounts set by the Conference. Churches are encouraged to pay their pastors more than minimum compensation. It is the responsibility of the District Superintendent to inform the SPRC and Church/Charge Conference about minimum compensation standards for their pastor. However, pastors should also be well informed.

Minimum compensation includes the following components:

**1. CASH SALARY:** Minimum Salary Schedules may be found in each year's Conference Report from the Conference Commission on Equitable Compensation (CEC). Associate members, Local Pastors, and Provisional Members are to use Schedule PLA. Elders and Deacons who are Full Members of the Conference or of other United Methodist Conferences are to use Schedule FM.

### 2026 Minimum Salary Schedule FM (Elders & Deacons in Full Connection) Using MCS rules from the 2015 Annual Conference

Year	Percent of MCS	Salary	Year	Percent of MCS	Salary	Year	Percent of MCS	Salary
1	76%	\$53,223	11	86%	\$60,226	21	96%	\$67,229
2	77%	\$53,923	12	87%	\$60,926	22	97%	\$67,929
3	78%	\$54,623	13	88%	\$61,626	23	98%	\$68,629
4	79%	\$55,324	14	89%	\$62,327	24	99%	\$69,330
5	80%	\$56,024	15	90%	\$63,027	25	100%	\$70,030
6	81%	\$56,724	16	91%	\$63,727	26	101%	\$70,730
7	82%	\$57,425	17	92%	\$64,428	27	102%	\$71,431
8	83%	\$58,125	18	93%	\$65,128	28	103%	\$72,131
9	84%	\$58,825	19	94%	\$65,828	29	104%	\$72,831
10	85%	\$59,525	20	95%	\$66,529	30	105%	\$73,532

### 2026 Minimum Salary Schedule PLA (Provisional Members, Local Pastors, Associate Members) Using MCS rules from the 2015 Annual Conference.

Year	Percent of MCS	Salary	Year	Percent of MCS	Salary	Year	Percent of MCS	Salary
1	66%	\$46,220	11	76%	\$53,223	21	86%	\$60,226
2	67%	\$46,920	12	77%	\$53,923	22	87%	\$60,926
3	68%	\$47,620	13	78%	\$54,623	23	88%	\$61,626
4	69%	\$48,321	14	79%	\$55,324	24	89%	\$62,327
5	70%	\$49,021	15	80%	\$56,024	25	90%	\$63,027
6	71%	\$49,721	16	81%	\$56,724	26	91%	\$63,727
7	72%	\$50,422	17	82%	\$57,425	27	92%	\$64,428
8	73%	\$51,122	18	83%	\$58,125	28	93%	\$65,128
9	74%	\$51,822	19	84%	\$58,825	29	94%	\$65,828
10	75%	\$52,523	20	85%	\$59,525	30	95%	\$66,529

Note: the MCS used to create the above salary tables is the "Adjusted" MCS (MCS-A) and reflects a 1% reduction of the true calculated MCS (MCS-C) due to the annual increase for years of service that is built into the salary tables.

2025 MCS-C Calculated = \$70,737

2025 MCS-A Adjusted = \$70,030

Proper placement on the Salary Schedule is determined as follows:

- a. Each step on the schedule refers to the total number of service years in that clergy relationship.
- b. Years of service are equal to total years of service on that schedule and not simply years since reception into Conference Membership. When calculating the years of service, the first year in the status counts as year one. (eg: Service as an elder from 2000-2025 equals 26 years.) If a pastor's appointment service years are not continuous, then the Board of Pension & Health Benefits should be consulted to obtain the accurate number of service years appropriate for the pastor. It shall be the responsibility of the pastor to identify their correct years of service and proper step on the salary schedule.
- c. Years of service on Schedule PLA do not transfer to Schedule FM. A pastor's first year as a full member puts them at year one on Salary Schedule FM regardless of the number of years served prior to full membership.
- d. Clergy who have transferred into to this Conference or are approved to be under appointment in this Conference while retaining their membership in another Conference or in another Methodist Denomination shall have their years of service in those conferences or denominations count towards determining their proper placement on the salary schedule. Years of service as a Provisional, Local Pastor or Associate Member count towards placement on Schedule PLA and years of service as a Full Member count towards placement on Schedule FM.
- e. Minimum salaries are prorated for part-time appointments.

**2. HOUSING:** Adequate housing shall be provided, using as a guideline "Parsonage Policies and Standards," for each eligible clergy appointed to a charge.

- a. A housing allowance provided in lieu of a parsonage shall be **at least \$24,000 per year determined after consultation with realty professionals and be based on the average cost to rent a suitable home within three miles of the church plus 10%, whichever is higher.** [Rules 19-03. See Parsonage Policies and Standards.]
- b. This amount may be prorated for part-time appointments.
- c. In the case of clergy couples where no parsonage is provided, both congregations will share in the payment of an adequate housing allowance. If there is a parsonage provided to one member of the clergy couple, the church of the other clergy member will provide funds to the other church, or to the clergy involved, to ensure that housing is adequate, provided that such amount will not ordinarily exceed one half of the amount stated above. Any such arrangement shall be agreed upon by all parties involved and shall be approved by the District Superintendent(s). This is intended to be in keeping with Judicial Council Decision 588, October 23, 1987.

**3. AUTO:** The appointed pastor's ministerial auto expense, which excludes personal use and commuting miles from home to church, shall be an allowance provided each pay period or a monthly reimbursement. The minimum allowance shall be \$3,500 per year for single-point charges, and \$5,250 per year for multi-point charges. These amounts may be prorated for part-time appointments.

**4. UTILITIES:** Gas, water, electricity, sewer fee, trash, recycling, and green waste collection, basic providers cable/dish/stream/TV plan, High Speed Internet, Phone; including related taxes, fees, and surcharges, Cell phone plan, line access, and all related surcharges, taxes and fees related to the cost of a single staff phone, shall be provided. Access to High Speed Internet may include DSL or Cable Modem for ministry purposes.

**5. CONTINUING EDUCATION:** A minimum of \$500 shall be provided continuing education purposes. This amount may be prorated for part-time appointments.

**6. MINISTERIAL AND TRAVEL EXPENSES:** Travel and other expenses directly related to performance of pastoral duties shall be paid by the church or provided as a reimbursement to the pastor.

**7. ANNUAL CONFERENCE EXPENSES:** Expenses related to the attendance of Annual Conference shall be paid by the church or provided as a reimbursement to the pastor in the amount of the actual costs for registration, travel, room and board.

**8. HEALTH INSURANCE:** Please refer to the Board of Pension and Health Benefits Rules for policies and standards.

**9. PENSION AND COMPREHENSIVE PROTECTION PROGRAM:** Please refer to the Board of Pension & Health Benefits Rules for policies and standards, as well as the Salary & Benefits Guidelines provided in the charge conference resources.

**10. HAWAII DISTRICT COST OF LIVING:** For pastors appointed in the district of Hawaii, a minimum of \$1,200 geographical cost of living variant shall be provided annually by the local church.