

Clergy Compensation Guidelines

Historically the Central Atlantic Conference's (CAC) Board of Directors (BoD) annually creates (revises) a set of clergy compensation guidelines. These are then voted and approved at the Annual Meeting (typically in June). Since we were hosting Synod 2017 in July the BoD decided to postpone the Annual Meeting until the fall of 2017. At the BoD's August meeting the 2017-2018 guidelines were briefly discussed and it became clear that additional time and effort were needed to fully review and revise the guidelines.

As you are aware the major component of the guide is a grid for Pastor's minimum salary based on congregation size and years of pastoral experience. In addition there are other 'suggestions' for dealing with smaller churches with small annual budgets. The BoD has 'heard' that it is still very difficult for many churches in our conference to honor these guidelines. It is therefore the goal of the BoD to engage in a conference wide 'conversation' as to how best to improve these guidelines to allow for flexibility for churches, but insure fair and equitable compensation for our clergy.

The 2016–2017 Guidelines are still available on the CAC web site: [2016-2017-Guidelines](#)

CAC BoD, Finance & Administration Working Group