

**BALTIMORE-WASHINGTON CONFERENCE  
EQUITABLE COMPENSATION COMMISSION  
2025 MINIMUM CLERGY SALARY TABLE**

Base Salary <b>\$51,407</b>		Recommended Housing Allowance <b>\$22,477</b>			
Base Cash Salary	Year Received	Years Served	Increment Earned	Individual Equitable Base	TOTAL COMP (Base Cash Salary + Housing Allowance)
\$51,407	2025	0	\$0	\$51,407	\$73,884
\$51,407	2024	1	\$250	\$51,657	\$74,134
\$51,407	2023	2	\$500	\$51,907	\$74,384
\$51,407	2022	3	\$750	\$52,157	\$74,634
\$51,407	2021	4	\$1,000	\$52,407	\$74,884
\$51,407	2020	5	\$1,250	\$52,657	\$75,134
\$51,407	2019	6	\$1,500	\$52,907	\$75,384
\$51,407	2018	7	\$1,750	\$53,157	\$75,634
\$51,407	2017	8	\$2,000	\$53,407	\$75,884
\$51,407	2016	9	\$2,250	\$53,657	\$76,134
\$51,407	2015	10	\$2,500	\$53,907	\$76,384
\$51,407	2014	11	\$2,750	\$54,157	\$76,634
\$51,407	2013	12	\$3,000	\$54,407	\$76,884
\$51,407	2012	13	\$3,250	\$54,657	\$77,134
\$51,407	2011	14	\$3,500	\$54,907	\$77,384
\$51,407	2010	15	\$3,750	\$55,157	\$77,634

Credit for part-time service =

\_\_\_\_\_ (years of service) X \_\_\_\_\_ (percentage of full-time, 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 **\$22,477** shall be considered as salary for the purpose of determining equitable compensation eligibility.