

BALTIMORE-WASHINGTON CONFERENCE
EQUITABLE COMPENSATION COMMISSION
2026 MINIMUM CLERGY SALARY TABLE

Base Salary \$52,692		Recommended Housing Allowance \$23,151			
Base Cash Salary	Year Received	Years Served	Increment Earned	Individual Equitable Base	TOTAL COMP (Base Cash Salary + Housing Allowance)
\$52,692	2026	0	\$0	\$52,692	\$75,843
\$52,692	2025	1	\$250	\$52,942	\$76,093
\$52,692	2024	2	\$500	\$53,192	\$76,343
\$52,692	2023	3	\$750	\$53,442	\$76,593
\$52,692	2022	4	\$1,000	\$53,692	\$76,843
\$52,692	2021	5	\$1,250	\$53,942	\$77,093
\$52,692	2020	6	\$1,500	\$54,192	\$77,343
\$52,692	2019	7	\$1,750	\$54,442	\$77,593
\$52,692	2018	8	\$2,000	\$54,692	\$77,843
\$52,692	2017	9	\$2,250	\$54,942	\$78,093
\$52,692	2016	10	\$2,500	\$55,192	\$78,343
\$52,692	2015	11	\$2,750	\$55,442	\$78,593
\$52,692	2014	12	\$3,000	\$55,692	\$78,843
\$52,692	2013	13	\$3,250	\$55,942	\$79,093
\$52,692	2012	14	\$3,500	\$56,192	\$79,343
\$52,692	2011	15	\$3,750	\$56,442	\$79,593

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 **\$23,151** shall be considered as salary for the purpose of determining equitable compensation eligibility.