



**Baltimore-Washington Conference**  
The United Methodist Church

# Commission on Equitable Compensation

Greg Kernan, Chair

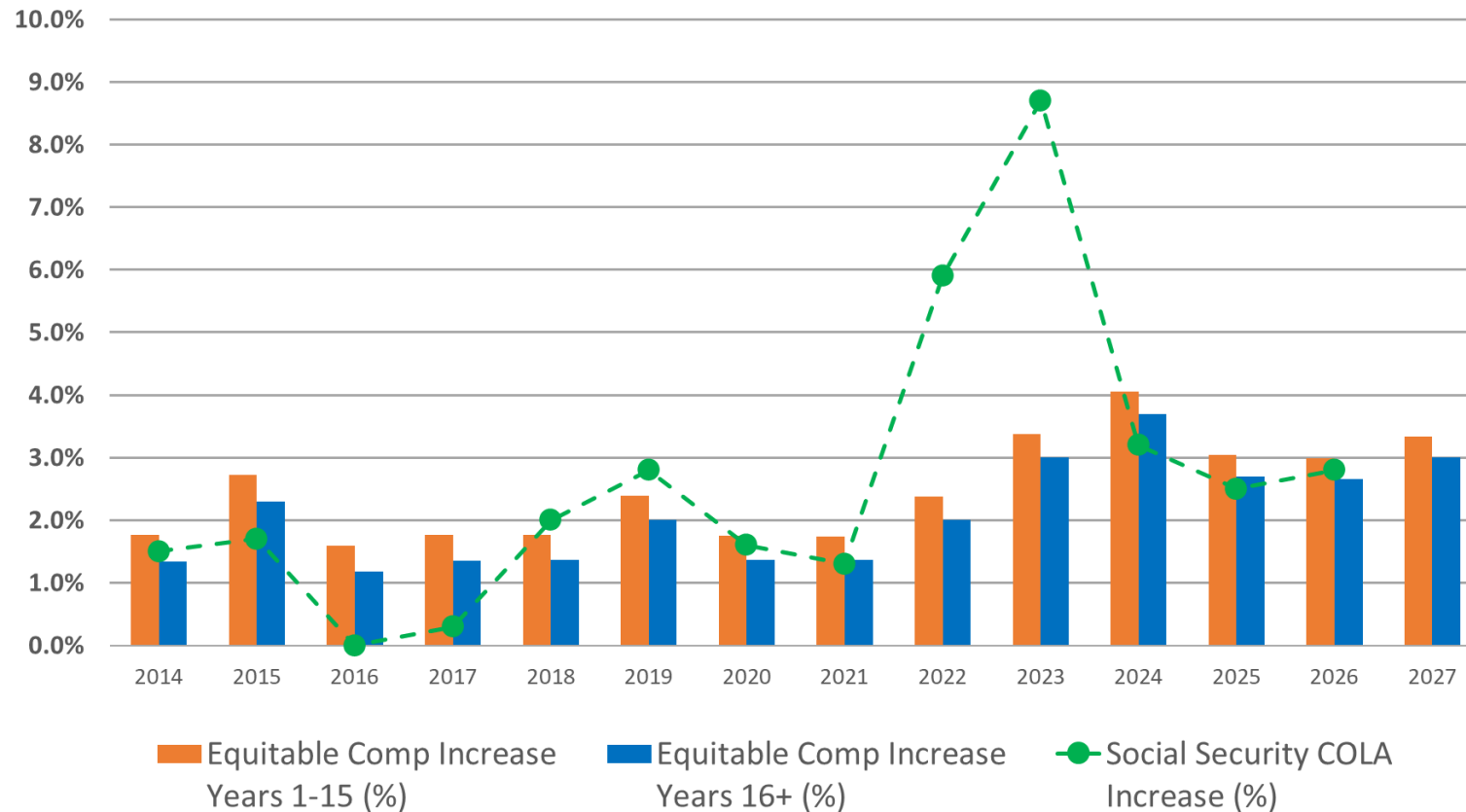
2026 PreCon  
Report

# Commission on Equitable Compensation 2027 Recommendations

- A. The Commission on Equitable Compensation is recommending that the base salary for the 2027 Clergy Salary Table be increased 3.0%, or \$1,581, which will make the base salary \$54,273 for full-time appointments.
- B. The Commission is also proposing an increase in the recommended housing allowance of 3.0% or \$695, which will make the recommended housing allowance \$23,846. The recommended housing allowance is based on the median housing prices throughout the conference.
- C. As established by the 2025 Annual Conference, the 2027 minimum clergy reimbursement is set at 10% of the equitable base salary or \$5,427 for full-time appointments.

# Comparing BWC to Social Security COLA Increases

**BWC Equitable Compensation Table**  
Table Pct Increases vs. Soc Sec COLA Increases



## Over the Past 12 Years

BWC Comp Table: +2.5%/yr

Soc Sec COLA: +2.7%/yr

- BWC increases outpaced Social Security from 2014 to 2021.
- The inflation spikes in 2022 and 2023 have been offset by the BWC increases outpacing Social Security again in 2024 to 2026.
- The 2027 proposal is being set with the goal to outpace the Social Security increase once again.

# Focus on Minimum Clergy Reimbursement

- Minimum Clergy Reimbursement was established by the 2025 Annual Conference for full-time appointments and was implemented in Jan 2026.
- The Commission on Equitable Compensation supports the new practice:

**Min. Clergy Reimb = 10% of the Equitable Base Salary**

- For 2027:           Equitable Base Salary = \$54,273  
                          Min. Clergy Reimbursement = \$ 5,427     (increase of \$158)
- The Commission on Equitable Compensation will continue to monitor this new process and recommend a change if it ever appears warranted.

# Commission on Equitable Compensation

## 2027 Recommendations

- A. The Commission on Equitable Compensation is recommending that the base salary for the 2027 Clergy Salary Table be increased 3.0%, or \$1,581, which will make the base salary \$54,273 for full-time appointments.
- B. The Commission is also proposing an increase in the recommended housing allowance of 3.0% or \$695, which will make the recommended housing allowance \$23,846. The recommended housing allowance is based on the median housing prices throughout the conference.
- C. As established by the 2025 Annual Conference, the 2027 minimum clergy reimbursement is set at 10% of the equitable based salary or \$5,427 for full-time appointments.



**Baltimore-Washington Conference**  
The United Methodist Church

Thank You