

**MICHIGAN CONFERENCE UCC 2020 CLERGY SALARY GUIDELINES: 40 - 50 hours or 10 - 12 Units**

BASE SALARY plus PARSONAGE		Average Worship Attendance											
		<100		101 to 200		201 to 300		301 to 400		401 to 500		>500	
		Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Years of Experience	0 to 3	\$36,785	\$39,462	\$39,799	\$42,440	\$42,736	\$45,414	\$45,713	\$48,392	\$48,689	\$51,311	\$51,526	\$54,395
	4 to 6	\$40,399	\$42,142	\$43,332	\$45,117	\$46,309	\$48,093	\$49,282	\$51,071	\$52,261	\$54,172	\$55,237	\$57,022
	7 to 9	\$43,033	\$44,821	\$46,010	\$47,416	\$48,986	\$50,773	\$51,962	\$53,747	\$54,939	\$56,723	\$57,913	\$59,700
	10 to 12	\$45,713	\$47,498	\$48,689	\$50,473	\$51,664	\$53,451	\$54,641	\$56,481	\$57,616	\$59,401	\$60,592	\$62,378
	13 to 15	\$48,392	\$50,177	\$51,367	\$53,237	\$54,342	\$56,129	\$57,320	\$59,105	\$60,296	\$62,082	\$63,271	\$65,058
	16 to 18	\$51,071	\$52,855	\$54,172	\$55,832	\$57,022	\$58,808	\$59,998	\$61,781	\$62,974	\$64,759	\$65,951	\$67,736
	19 to 21	\$53,747	\$55,532	\$56,723	\$58,510	\$59,700	\$61,486	\$62,678	\$64,461	\$65,651	\$67,437	\$68,627	\$70,416

BASE SALARY plus HOUSING ALLOWANCE		Average Worship Attendance											
		<100		101 to 200		201 to 300		301 to 400		401 to 500		>500	
		Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
Years of Experience	0 to 3	\$47,820	\$51,301	\$51,738	\$55,172	\$55,558	\$59,038	\$59,426	\$62,909	\$63,296	\$66,703	\$66,983	\$70,644
	4 to 6	\$52,519	\$54,785	\$56,331	\$58,651	\$60,201	\$62,521	\$64,067	\$66,391	\$67,938	\$70,423	\$71,808	\$74,128
	7 to 9	\$55,943	\$58,267	\$59,814	\$61,640	\$63,682	\$66,004	\$67,551	\$69,872	\$71,420	\$73,740	\$75,286	\$77,611
	10 to 12	\$59,426	\$61,747	\$63,296	\$65,616	\$67,162	\$69,487	\$71,033	\$73,426	\$74,902	\$77,220	\$78,769	\$81,091
	13 to 15	\$62,909	\$65,230	\$66,777	\$69,208	\$70,645	\$72,967	\$74,516	\$76,837	\$78,385	\$80,706	\$82,251	\$84,576
	16 to 18	\$66,391	\$68,711	\$70,423	\$72,582	\$74,128	\$76,449	\$77,997	\$80,315	\$81,865	\$84,186	\$85,735	\$88,056
	19 to 21	\$69,872	\$72,191	\$73,740	\$76,062	\$77,611	\$79,932	\$81,481	\$83,800	\$85,347	\$87,669	\$89,216	\$91,539