

**JUST COMPENSATION TASK FORCE**

The Just Compensation Task Force has been compiling data and stories on compensation differences based on gender and race since 2021. It continues to focus on full elders (FEs) because the pay gap for licensed local pastors (LLPs) is smaller than FEs. Also, because of lack of representation of Native, Latinx, and Asian FEs serving local churches (0, 4, and 3) it chose to primarily focus on the pay gap, by years of service, of black FEs vs. white FEs and Male FEs vs Female FEs.

Below are the average pay gaps based on years of service for women and black FEs. The number in parenthesis is the total number in each category.

	2022	2023	2024
<b>0-10 YOS</b>			
Women	\$49 (24)	\$718 (21)	\$720 (20)
Black	\$5,371 (6)	\$6,583 (3)	\$8,745 (3)
<b>11-20 YOS</b>			
Women	\$1,668 (38)	\$2,417 (34)	\$4,593 (29)
Black	\$9,154 (6)	\$10,074 (7)	-\$5,395 (5)
<b>21-30 YOS</b>			
Women	\$14,881 (36)	\$11,691 (36)	\$10,756 (33)
Black	15,873 (9)	\$9,193 (8)	\$9,667 (8)
<b>31+ YOS</b>			
Women	\$16,385 (7)	\$30,642 (7)	\$29,526 (6)
Black	-\$12,443 (1)	-\$10,471 (1)	-\$14,453 (1)
<b>Total Average Gap</b>			
Women	\$11,655 (105)	\$11,482 (98)	\$10,516 (88)
Black	\$13,962 (22)	\$10,279 (19)	\$3,800 (17)
<b>Total Average Gap Adjusting for YOS</b>			
Women	\$6,809 (105)	\$7,475 (98)	\$7,724 (88)
Black	\$9,889 (22)	\$6,969 (19)	\$2,825 (17)

Perhaps the first thing you notice from these numbers is that the gap for black full elders serving full-time in a local church dropped from \$10,279 in 2023 to \$3,800 in 2024. When adjusting for years of service that gap is now \$2,825. This can, in part, be attributed to a few black elders who were appointed to larger, higher paying congregations during 2023's annual conference. The conference also invested \$832,459 in salary support equity in the 2023/24 appointment cycle. As with many reports at this year's annual conference, it must also be noted that three annual conferences have been held in the last year to process disaffiliations. The elders and congregations who disaffiliated were overwhelmingly white and many of those congregations paid large salaries. After disaffiliations and retirements, the number of full elders serving full-time in a local congregation changed from 340 in 2023 with 29% female and 8% people of color to 252 in 2024 with 35% female and 10% people of color. When including all categories of clergy, the percentage of clergy of color grows to nearly 17%.

While the above shifts are to be celebrated, there are areas where growth is still needed. While 17% of WNCUMC clergy are people of color, 30% of North Carolinians are people of color showing needed continued growth to better reflect the community and a fuller image of God. One will also notice that while the salary gap for black elders shrank, the gap for women, when adjusting for years of service, has grown for the fourth consecutive year. In particular, women with over 30 years of service continue to see a nearly \$30,000 pay difference when compared to men.

This year in the commission on equitable compensation report, a suggested 5% cost of living increase to the base minimum compensation is seen. A longevity increases is proposed of 0.75% per year of service which will accumulate every five years. The information above, as well as other statistics and stories were shared with the cabinet to assist with the appointment process. The Just Compensation Task Force will also continue to evaluate ways to shrink the gender and race pay gap and bring reports to both the cabinet and the annual conference.

Brandon Lazarus, Chairperson

Connect with us!



@WNCUMC  
#WNCUMC  
WWW.WNCUMC.ORG