

Connectional giving (apportionments) is key to healthy ministry in the local church. For 2012, 50% of all apportionments go to clergy benefits; an additional 12% goes to local church clergy salaries. Because these are fixed costs, it is the expectation of the Cabinet that clergy salaries above the minimum should not increase if a congregation does not pay 100% of its apportionments.

VIRGINIA CONFERENCE
THE UNITED METHODIST CHURCH
OFFICE OF THE TREASURER



P.O. BOX 5606

GLEN ALLEN, VIRGINIA 23058

June 30, 2011

District Superintendents:

Each year I am asked to provide you information that may be beneficial to local churches as they set their pastor's salary for the following year. Some information to consider follows:

Denominational Average Compensation – The DAC, determined by the General Board of Pensions, is an average of the compensation (as defined by the retirement benefit plans) of full-time U.S. clergy who participate in the Clergy Retirement Security Program (CRSP) and/or the Comprehensive Protection Plan (CPP). Plan compensation includes housing allowances and exclusions; certain tax deferrals, such as UMPIP before-tax contributions and Code section 125 medical spending account deferrals; and for clergy living in a parsonage, an amount equal to 25% of compensation. In 2012, the DAC increased 1.7% to \$62,781.

Conference Average Salary – The CAC is also determined by the General Board of Pensions using information only from our Virginia Conference. The 2012, the CAC increased 2% to \$62,029.

District Superintendents' Salaries – By action of the Annual Conference Session in June 2011, district superintendents will receive a 1.7% salary increase effective Jan 1, 2012.

Conference Minimum Compensation – The Minimum Compensation Guidelines proposed by the Equitable Compensation Commission was approved by the Annual Conference Session in June 2011 increased as noted below.

	<u>2011</u>	<u>2012</u>
Full Connection Pastors	\$39,336	\$40,000
Probationers and Associate Members	\$35,880	\$36,500
Local Pastors	\$33,288	\$34,000

Please realize that this letter is information only. I am in no way making recommendations as to what clergy salary increases should be for 2012.

David D. Domnisse
Conference Treasurer & Business Manager