

Date: June 30, 2010

VIA E MAIL TO DISTRICT OFFICES

To: District Superintendents

From: David Dommissé

Subject: 2011 Pastors' Salaries

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Each year I am asked to give you information that may be beneficial to local churches as they set their pastor's salary for the following year. Some of the factors considered for 2011 are:

**Consumer Price Index** - The CPI, which is widely used as an indicator of inflation, has averaged around 2.0 percent for the past several months. A salary raise at this level is simply staying even, but would normally not be perceived to include a raise for merit. (May 2010 report)

**Denominational Average Compensation (DAC)** - This is a figure compiled by the General Board of Pensions which is the average upon which pensions contributions are calculated and includes 25% for parsonage or cash housing allowance for all full-time ministers in the denomination. This figure increased by 2.3 percent to \$61,716 on the last year available for comparison.

**Conference Average Salary (CAC)** - This is calculated the same as the DAC, except that just the ministers of the Virginia Conference are included in these calculations. This comparison increased by 2.0 percent to \$62,029.

**District Superintendents' Salaries** - By action of the Annual Conference Session in June, district superintendents will not receive a salary increase for 2011.

**Conference Minimum Compensation** - The Minimum Compensation Guidelines proposed by the Equitable Compensation Commission and approved by the Annual Conference Session did not change for the 2011 year.

Please realize that this letter is for information only. I am in no way making recommendations as to what clergy salary increases should be for 2011.