

VIRGINIA CONFERENCE
THE UNITED METHODIST CHURCH
OFFICE OF THE TREASURER



P.O. BOX 5606

GLEN ALLEN, VIRGINIA 23058

August 5, 2019

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 2020, the DAC will increase 1.8% to \$72,648.

Conference Average Salary – The CAC is also determined by the General Board of Pensions using information only from our Virginia Conference. In 2020, the CAC will increase 0.9% to \$64,590.

District Superintendents' Salaries – By action of the Annual Conference Session in June 2018, district superintendent's annual salaries will increase to \$90,000 effective January 1, 2019. There will be no change to DS salaries in 2020.

Conference Minimum Compensation – The Minimum Compensation Guidelines proposed by the Equitable Compensation Commission was approved by the Annual Conference Session in June 2019.

	<u>2020</u>	<u>2019</u>
Full Connection Pastors	\$42,000	\$42,000
Provisionals and Associate Members	\$38,500	\$38,500
Local Pastors	\$36,000	\$36,000

Please realize that this letter is information only. I am in no way making recommendations as to what clergy salary increases should be for 2020.

David D. Dommissie
Conference Treasurer & Business Manager