

July 12, 2011

To: Chairpersons of Staff/Pastor-Parish Relations Committee

Re: 2012 Pastors' Salaries and 2011 Evaluations

Our District Finance Committee met recently to set a proposed 2012 budget to be considered by the District Stewards and Pastors' Session on August 8. I'm sure that preparations are now being made in your own congregation and/or charge for 2012 since charge conferences are just around the corner! It is the responsibility of the Staff/Pastor-Parish Relations Committee to recommend a salary for your pastor and staff members.

When you meet with your S/PPRC Committee, the first thing on your agenda should be to prayerfully consider the ministry and needs of your pastor, staff, church and the church's call to faithful stewardship. The past few years have been a difficult time in our nation's economy, but we are a people who live by faith. I encourage each of us to live out of the abundance of God's grace and not out of the scarcity of fear. Your pastor's total salary is composed of two parts, a base salary and a travel allowance or Accountable Reimbursement. Travel allowance is a set *taxable amount* that is given to the pastor strictly for travel. The Accountable Reimbursement is a policy your church/charge has approved and is *non-taxable* because the pastor remits to the church his/her mileage and receipts for business items for which they receive reimbursement. That said; I encourage you to consider the following:

1. Does your church/charge provide for your pastor and/or staff faithfully? The Consumer Price Index has averaged around 3.6% for the past several months. A salary raise at this level is staying even, but would normally not be perceived to include a raise for merit. (See enclosed memo from the Conference Treasurer.)
2. Is your church/charge fulfilling its commitment to our United Methodist Conference connection? It is through your apportionments that we are spreading the Gospel of Jesus Christ all around the world. It is your pastor's responsibility to insure the payment of your apportionments to the Church at large. Will you fulfill your apportionments to the ministry of the General Church? (See The 2008 Book of Discipline ¶1340.2c(2)(e)) If not, is it appropriate for your pastor to receive a raise if you cannot meet your other obligations?
3. Just like the story of the loaves and fish in *Matthew 14:15-21*, if we give God what little we have, it will be enough for the ministries we are called to do.

After prayerful consideration of these questions, please be faithful stewards in presenting to your Finance Committee the 2012 salary for your pastor and staff. It is your job to recommend your pastor's salary to the Administrative Board/Council. It is the Church Council's job to finalize the salary.

The minimal Pastor's compensation approved at the 2011 Annual Conference Session for 2012 is:

Full Connection Pastors	\$40,000
Probationers and Associate Members	\$36,500
Local Pastors	\$34,000

I am grateful for the ministry you share with your pastor and staff. I know that times are financially hard for many on the Shore; however, God is ever gracious. If you don't believe me, just try God (*see Malachi 3:10*)!

Concerning Evaluations:

As you know, the season for the annual evaluation process is during the months of April, May and June with results submitted to the District Superintendent by August 1. If your committee has not yet done an evaluation of your pastor and staff for this year, please call a meeting of the PPRC soon; complete the process and remit the pastor's evaluation to my office no later than December 1, 2011. (*Please note: if your pastor was appointed in July, your committee will not need to complete the pastor evaluation until next year.*) The form and other resources for the annual evaluation can be found at the conference website at [www.vaumc.org](http://www.vaumc.org) >>Resources>>Pastor/Staff Parish Relations>>"Evaluations". Your annual evaluation is critical to your pastor's growth and to my supervision of your pastor as well. (§258.2g5 of the 2008 Discipline).

Thank you for the work you do. I look forward to the ministry we will share together in this year and the next. Please feel free to call if Connie or I can be of any assistance to you. As always, I wish you...

Grace upon Grace,



Tammy L. Estep, Superintendent  
Eastern Shore District