

The United Methodist Church
Eastern Shore District, Virginia Conference

Alexander B. Joyner, District Superintendent
Connie Owens, Administrative Assistant



12 August 2020

To: Chairpersons of Staff/Pastor-Parish Relations Committee (CC: Pastors)

Re: 2021 Pastor Salaries

It seems strange to be talking of ordinary things in such extraordinary times, but it is the season for discussing pastoral salaries once again. As the chair of your Staff/Pastor-Parish Relations Committee (SPPRC), you play an important role in helping your local church or charge determine appropriate clergy compensation for the coming calendar year.

Many things go into the decisions related to clergy compensation and they go far beyond simply “looking at the numbers.” Your recommendation will be the result of your reflection through the year on the needs of your pastor, staff, and church and the fruitfulness of your ministry together. I know that you will want to be faithful to provide the resources needed for your pastoral leaders and staff.

A pastor’s total salary is composed of two parts, a base salary and an Accountable Reimbursement or Travel Allowance. The “Accountable Reimbursement” a church/charge has approved is non-taxable; the pastor has to remit to the church treasurer a mileage report and receipts for business items for which they receive reimbursement. (Please review to make sure this method (separate check from salary) is used in disbursing these funds to your clergy.) “Travel Allowance” is a set taxable amount that is given monthly/bi-monthly (depending on when the pastor receives her/his salary) to the pastor strictly for travel.

Enclosed information from the Conference Treasurer will help you in comparing your salary with the salary range for other clergy within our Annual Conference. Beyond this information, please consider these other factors:

1) How is your church/charge living out its commitment beyond the local church to our United Methodist connection? The apportionments to your congregation are a reflection of our distinctive way of being church. They support ministries that are

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making disciples of Jesus Christ throughout the world. Your appointed pastor is a part of a greater United Methodist connection and his/her salary should be viewed as part of your overall connectional support. Part of your apportionments, (in fact, over half), goes to support clergy benefits and local church clergy salaries. Check your level of apportionment support as you make your recommendation. Also please note the attached Cabinet policy on salary increases as it relates to apportionments.

2) How are you interpreting the need for pastoral support within the larger life of the congregation? Even in challenging times, how can you advocate for an appropriate level of commitment to pastoral salary given the needs and fruitfulness of your pastor and staff?

3) How is God speaking to your church through your recommendation? Pray for the decision you will make and expect that God will bless your prayers.

You have important work as a chair of the Staff/Pastor-Parish Relations Committee. After you have made your recommendation, you should present this to your Finance Committees so that they can incorporate this in their proposed budget. It is also your job to recommend your pastor's salary to the Administrative Board/Church Council. It is the Council's job to finalize the salary.

In all of this, I give thanks of the providence and abundance of God's blessings, which surround us even before we begin this budgeting process. I am praying with you as you do this important work.

Please feel free to call if Connie or I can be of any assistance to you. In the strong name of the Trinity,

Stand firm,



Alexander B. Joyner, Superintendent

C: Pastors

CABINET POLICY ON CLERGY SALARY INCREASES

Effective September 1, 2019, charge conferences may give Cost of Living Increases (COLA) (2.6% in 2019) for clergy for the year 2020, if the church/charge has improved by a minimum of 10% in their conference and district apportionment giving in 2018.

For charge conferences 2020, setting salaries for 2021, another cost of living increase may be given for churches/charges that have improved by an additional 10% in their conference and district apportionment giving in 2019, provided a written plan to work toward paying 100% as soon as possible has been approved by the district superintendent.

The Cabinet will revisit this policy in June 2021 for the 2021 charge conferences, for 2022 salaries. (District superintendents have discretion to call special charge conferences in January 2020, if churches/charges who did not improve 10% in 2018, but do improve 10% in 2019, so that clergy may receive a COLA increase for 2020.)

As per current policy, churches/charges that pay 100% of their conference and district apportionments may give unrestricted salary increases to their clergy.

Just a reminder about our...

VIRGINIA CONFERENCE SALARY POLICY

Adopted by the Cabinet on September 12, 1997

“..... District Superintendents suggest to churches that salary be paid by churches to pastors between the 10th to 15th of the month and 25th to 30th of the month for work completed”.

Rationale: Some churches currently pay a month in advance and some churches pay at the end of the month. Thus, a pastor moving from one church to another may have a 60 day period between salary payments.

Possible Pay Schedules:

1. Monthly – Pay one monthly check no sooner than the 20th of the month.
2. Semimonthly – Two pay checks on the 15th and 30th of each month

VIRGINIA CONFERENCE
THE UNITED METHODIST CHURCH OFFICE
OF THE TREASURER



P.O. BOX 5606

GLEN ALLEN, VIRGINIA 23058

August 5, 2020

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 2021, the DAC will increase 2.1% to \$74,199.

Conference Average Salary – The CAC is also determined by the General Board of Pensions using information only from our Virginia Conference. In 2021, the CAC will increase 0.5% to \$64,904.

District Superintendents' Salaries – By action of the Annual Conference Session in June 2019, district superintendent's annual salaries were increased to \$90,000. There will be no change to DS salaries in 2021.

Conference Minimum Compensation – The Minimum Compensation Guidelines proposed by the Equitable Compensation Commission was approved by the Annual Conference Session in Sept 2020.

	<u>2021</u>	<u>2020</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 2021.

David D. Dommisie
Conference Treasurer & Business Manager

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