

VIRGINIA CONFERENCE
THE UNITED METHODIST CHURCH
OFFICE OF THE TREASURER



P.O. BOX 5606

GLEN ALLEN, VIRGINIA 23058

August 10, 2023

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 Wespath, 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 2024, the DAC will increase 2.7% to \$78,292.

Conference Average Salary – The CAC is also determined by the Wespath using information only from our Virginia Conference. In 2024, the CAC will increase 2.3% to \$67,848.

District Superintendents' Salaries – By action of the Annual Conference Session in June 2023, District Superintendent's 2024 annual salaries will be \$100,000.

Conference Minimum Compensation – The Minimum Compensation Guidelines proposed by the Equitable Compensation Commission was approved by the Annual Conference Session in June 2023.

| | 2024 |
|------------------------------------|-------------|
| Full Connection Pastors | \$46,000 |
| Provisionals and Associate Members | \$41,500 |
| Local Pastors | \$39,000 |

Please realize that this letter is information only. I am in no way making recommendations as to what clergy salary increases should be for 2024.

David D. Domnisse
Chief Financial Officer/Conference Treasurer