



Illinois Great Rivers Conference of The United Methodist Church

DATE: July 2009

TO: Chairpersons of the Staff/Pastor Parish Relations Committees

FROM: The Conference Superintendents of the Illinois Great Rivers Conference

We write first to greet you in the name of Jesus Christ, who through the Holy Spirit's nudging continues to encourage us to search the world over for new and innovative ways to proclaim and practice the Gospel of Good News. We write, also, to thank you for offering yourselves as servant leaders through your participation with the Staff/Pastor Parish Relations Committee.

The Staff/Pastor Parish Relations Committee (S/PPRC) is responsible for recommending to the annual charge conference the pastor's compensation/benefit package for 2010 in accordance with the process outlined in ***The Book of Discipline (2008)***, ¶258.16. The Staff/Pastor Parish Relations Committee uses the enclosed Financial Worksheet to discern and report the recommendation. The Church Council receives the recommendation from the S/PPRC (¶252.4.d) and includes it in the church budget. If, when the Church Council receives the recommendation, they believe a change is necessary, they are urged to review the S/PPRC's recommendation thoroughly. The Charge Conference is the body which ultimately sets the salary of the pastor (¶247.13). As your committee develops a compensation recommendation, please consider the following: your pastor's leadership effectiveness in promoting the mission of the United Methodist Church, her/his financial needs for an adequate standard of living in your area, and the current inflation rate. Adequate compensation is important in freeing your pastor from undue and unfair financial stresses which distract from the work of ministry. Please remember the following:

- 1) The minimum compensation for full-time pastoral service in 2010, as established by the Annual Conference will be:

a. Full, probationary, or associate members	\$33,250
b. Full-time local Pastors	\$30,342
- 2) Recently the Federal Reserve estimated inflation will be slightly less than 2% in 2010. Please remember that if your pastor's compensation is increased only by the percentage of the rate of inflation, she/he will not receive any increase. The buying power will remain the same as in the previous year.
- 3) If your church/charge is being served by a full-time appointed pastor, you will need to set aside \$17,520 in the 2010 budget for pastoral health insurance costs.

Finally, you will assist the ministry of your pastor and your committee if the setting of compensation is *not* done in the context of assessment. Assessment of the clergy is, instead, an on-going, year-round task done in the wider contexts of the congregation's self-understanding of its vision and mission and with other leadership in the church.

In Christ,
The Superintendents of the Illinois Great Rivers Conference