



Indiana Conference

The United Methodist Church

2012 Minimum Compensation (2012 DAC = \$62,781)

- A. Minimum salary for **Full-Time Elders** appointed to serve a local church be set at 60% of the DAC (Denominational Average Compensation) as calculated annually by the General Board of Pension and Health Benefits. **2012 = \$37,669**
- B. Minimum salary for **Full-Time Associate and Probationary Members** appointed to serve a local church be set at 58% of the DAC (Denominational Average Compensation) as calculated annually by the General Board of Pension and Health Benefits. **2012 = \$36,413**
- C. Minimum salary for **Full-Time Local Pastors** appointed to serve a local church be set at 55% of the DAC (Denominational Average Compensation) as calculated annually by the General Board of Pension and Health Benefits. **2012 = \$34,529**

The recommended **Cost of Living Increase for 2012** is **2.3%**. This range is based on Cost of Living indexes published by the U.S. Bureau of Labor Statistics for the Midwest Region of the country – June 2010 to June 2011

Merit/Performance Recommendation:

- Poor/No increase
- Fair/.50-1.50%
- Good/1.51-3.00%
- Excellent/3.01-4.50%

Please Note: These are recommendations to assist you. The Book of Discipline clearly states that the primary responsibility for determination and payment of pastoral salaries remains with individual pastoral charges.

301 Pennsylvania Parkway
Suite 300
Indianapolis, IN 46280

Phone 317.924.1321
Fax: 317.735.4228
www.inumc.org
