**Recommendations for 2012-2013 Guidelines for Pastors’ Salaries**

The following chart shows the changes to the *base salary* and *unit value* used in the *Guidelines for Pastors’ Salaries* since 2004-2005.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Period | Base | Unit Value | Base %Change | CPI (Jan) | CPI %Change |
|  |  |  |  |  |  |
| 2004 - 2005 | $24,920  | $623  |  | 185.20 |  |
| 2005 - 2006 | $25,668  | $642  | 3.00% | 190.70 | 2.97% |
| 2006 - 2007 | $26,310  | $658  | 2.50% | 198.30 | 3.99% |
| 2007 - 2008 | $26,968  | $674  | 2.50% | 202.42 | 2.08% |
| 2008 - 2009 | $27,831  | $695  | 3.20% | 211.08 | 4.28% |
| 2009 - 2010 | $27,831  | $695  | 0.00% | 211.14 | 0.03% |
| 2010 - 2011 | $28,248  | $705  | 1.50% | 216.69 | 2.63% |
| 2011 - 2012 | $28,248  | $705  | 0.00% | 220.22 | 1.63% |
| 2012 - 2013 | **$28,672**  | **$716**  | **1.50%** | 226.67 | 2.93% |

Past increases to the *base salary* and *unit value* have been loosely tied to changes in the *Consumer Price Index* issued by the *U.S. Department of Labor, Bureau of Labor Statistics* until 2010-2011. The CPI shown in the chart is for the January preceding issuance of new salary guidelines. (See ftp://ftp.bls.gov/pub/special.requests/cpi/cpiai.txt.  “The **Consumer Price Indexes (CPI)** program produces monthly data on changes in the prices paid by urban consumers for a representative basket of goods and services.” )

The 2009-2012 guidelines reflected the effects of the recession on congregations. While salary increases were minimal or non-existent, financial pressures mounted for those congregations that continued to provide health insurance and other benefits.

**RECOMMENDATION FOR 2012-2013:**

The recommendation for 2012-2013 is that the *base salary* and *unit value* increase 1.5%. Most pastors will also have an increase of at least one unit because of experience. Congregations are strongly urged to continue to provide health insurance coverage and retirement contributions.

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