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JULY 2026 CONFERENCE TREASURER

2027 Approved Annual Conference Budget

Members of the 244th Annual Conference Session voted to approve $16,179,000 as the 2027 Budget. Details can be found on page 2. The Council on Finance and Administration worked diligently to keep the increase to 0.05% for next year.

We ask that local churches pay the committed costs of ministry (Fund 101) first, at least 1/12 each month before paying the other funds. All apportionments are important and we are hopeful that all churches can pay 100% of all their apportionments.

Single-Payer Clergy Payroll

At Annual Conference this year, there was a report given by the Council on Finance and Administration as a follow up to the Just Compensation Task Force recommendation to study the possibility of creating a system in which the VAUMC would administer payroll processing and tax related reporting for all clergy appointed to local churches within the Conference.

The motion below was approved:

Beginning January 1, 2027 clergy payroll may be administered through one of three options:

1. First, clergy payroll may continue to be managed by a paid professional staff member of the local church.
2. Second, clergy payroll may continue to be managed through an outside payroll vendor selected and funded by the local church.
3. Third, clergy payroll may be administered by the Virginia Conference Treasurer's Office at no additional cost to the local church.

Staff/Pastor Parish Relations shall make a recommendation to the Charge Conference as to which payroll option they are choosing for their clergy. This will be reported along with the Clergy Compensation Form for January 1, 2027.

To learn more about this report, read pages 78-79
https://doc.vaumc.org/AC2026/Book_of_Reports.pdf
or feel free to give us a call at 804-521-1105.

VA Pay Transparency Law effective July 1, 2026

Virginia employers, including many churches and faith-based organizations, should be aware of a new state employment law that takes effect July 1, 2026.

Virginia employers generally must:

- Include a good-faith wage or salary range in every public and internal posting for a job, promotion, transfer, or other employment opportunity.
- Refrain from asking applicants about their current or previous wages or salaries.
- Avoid using an applicant's salary history when making hiring decisions or determining starting pay.
- Refrain from retaliating against applicants who decline to disclose salary history or who request the salary range for a position.

For additional details on this new Virginia Law, be sure to read the Press Release.
https://vaumc.org/new-virginia-pay-transparency-law-takes-effect-july-1-2026/

2027 Minimum Compensation Schedule

Annual Conference approved the following Minimum Compensation Schedule beginning January 1, 2027:

Full Connection Pastors (FE/FD)	$50,300
Associate Members	$47,400
Provisional (PE/PD)	$45,300
Local Pastors (completed COS)	$43,700
Local Pastors	$42,600

Clergy Moving Expenses

If your church is welcoming a new clergy person, the moving expenses paid to or for that person will be subject to income tax and will need to be added to their W2 at the end of the year in box 1 and 16.

USCIS Form I-9

The U.S. Citizenship and Immigration Services requires the Form I-9 to be completed for all individuals hired for employment in the United States. Newly appointed pastors must complete this form at each new appointment no later than their first day. Go to https://www.uscis.gov/i-9 to access the I-9 Form.

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Council on Finance and Administration

Conference Apportionments - Approved Budget					
	2027	2026	Increase (Decrease)	Pct Change	Pct Budget
101 - Conference Mission and Ministries - Committed	5,870,000	5,459,400	410,600	7.5%	36.3%
102 - Conference Mission and Ministries - Expected	1,076,000	1,346,600	(270,600)	-20.1%	6.7%
Total Conference Mission and Ministries	6,946,000	6,806,000	140,000	2.1%	42.9%
103 - Retired Clergy Health	5,170,000	5,240,000	(70,000)	-1.3%	32.0%
104 - General and Jurisdictional Ministries	4,063,000	4,060,000	3,000	0.1%	25.1%
Total Apportionments	**16,179,000**	**16,106,000**	**73,000**	**0.5%**	**100.0%**