

GUIDELINES

MINISTER OF WORD AND SACRAMENT (PASTOR) SALARY DEVELOPMENT WORKSHEET

The Pastor's Salary Development Worksheet is a tool whose primary purpose is to encourage salary discussions between congregation leaders and the pastor serving that congregation. It endeavors to include many of the parameters that contribute to a well-prepared rostered minister. It is urged that the following be considered as an overarching goal:

A rostered minister's total compensation package should as much as possible, be comparable to the compensation received by members of the congregation in professional occupations, considering the level of education and the years of experience.

The *Unadjusted Minimum Salary* is the amount approved at each Synod Assembly. It does not include any compensation for the social security tax that a pastor pays as required by the Internal Revenue Service.

The *Years of Pastoral Experience* reflects the value of acquired skills, wisdom, and experiences that can come only from actual pastoral experience. It is recognized that those acquired skills of a pastor grow more rapidly during the early years. Therefore, the worksheet reflects a higher compensation for the first five years (\$600.00 per year) than for the years that follow (\$275.00 per year) through the 25th year.

The *Years of Non-Pastoral Experience* reflects the value of acquired skills, wisdom, and experience that come from employment in vocations other than as a rostered minister. A value of \$100.00 per year has been assigned though it is recognized that vocations vary greatly in their contribution toward acquired knowledge for pastoral leadership.

The *Specialized Training Beyond a Master of Divinity Degree* reflects an expectation that pastors be well-educated. This compensation of \$300.00 per point recognizes the time and commitment that has been made in earning certificates and degrees that better prepare one for ministry.

The *Longevity in Current Call* parameter reflects the value of healthy, long-tenured pastorates in helping a congregation live out its mission. A compensation of \$200.00 per year up to a maximum of 10 years is suggested.

The *Associate Pastor* parameter reflects the role of the pastor. If they are a solo pastor or lead pastor, the indication is "no". If they are the associate pastor, it is indicated by "yes" and the following factor for size of congregation is reduced by 67%.

The *Congregation Size* parameter recognizes the increased responsibilities for pastors serving various sized congregations. This is measured by the Average Worship Attendance. There is a table in the worksheet based on six different congregation sizes and the dollar factor for the size. This reflects the complexity with larger congregations and increased staff. The table has the guideline for compensation, there is also a calculation based on a formula that yields a smoother curve. Both are offered to see the progression and either can be used to set the guideline.

The *Regularly Participating in Pastoral Growth Opportunities* parameter reflects the importance of growth that comes from a pastor's commitment to regular involvement in small colleague group settings such as pericope studies, seminars, conference rostered minister's meetings, specialized ministry support groups, etc. A compensation of \$100.00 per point is given.

Congregations providing a housing allowance for their pastor should give consideration to the total cost of housing in their community. Included in conversations regarding compensation, as it relates to housing allowance, should be the amount of local municipality and school taxes. These vary drastically across our synod territory and should be included in the annual discussion.

Using the Development Worksheet

When values are entered in the shaded areas of the worksheet they are computed to arrive at sub totals and totals. The Development Worksheet total should be viewed as a minimum starting point in compensation discussion. After a mutually negotiated salary is agreed upon, that amount can be

placed in the Mutually-Negotiated Clergy Salary blank.

The Social Security tax allowance is calculated according to the guidelines in the “Rostered Minister’s Compensation and Benefits Manual” found at www.lss-elca.org/leaders/salary-guidelines. Reference the worksheet found on page 5 and the explanation beginning on page 8, item A.5, Social Security Tax Allowance.

After the Social Security tax allowance is added to the “Mutually-Negotiated Clergy Salary,” the amount becomes the Total Defined Compensation Value for the Portico Benefits Plan.

It is encouraged that the Development Worksheet be “save as” when each draft has been completed.

GO TO: <http://www.lss-elca.org/leaders/salary-guidelines/> to access the worksheet for use.