

MINISTER OF WORD AND SERVICE (DEACON'S) SALARY DEVELOPMENT WORKSHEET

The Minister of Word and Service (Deacon's) Salary Development Worksheet is a tool whose primary purpose is to encourage salary discussions between congregation leaders and deacons serving that congregation. It endeavors to include many of the parameters that contribute to a well-prepared deacon. It is urged that the following be considered as an overarching goal:

A deacon'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.

The *Years of Diaconal Experience* reflects the value of acquired skills, wisdom, and experiences that can come only from actual diaconal experience. It is recognized that those acquired skills of a deacon 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 (\$525.00 per year).

The *Years of Non-Rostered Experience* reflects the value of acquired skills, wisdom, and experience that come from employment in vocations other than as a deacon. A value of \$50.00 per year has been assigned though it is recognized that vocations vary greatly in their contribution toward acquired knowledge for diaconal leadership.

The *Specialized Training Beyond an AIM, MAMS, MAR, etc. degree* reflects an expectation that deacons 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 deacon 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 *Congregation Size* parameter recognizes the increased responsibilities for deacons serving various sized congregations. The recognized congregation size descriptions of Pastoral-size (Average Sunday Worship Attendance of 51-150 adults and children), Program-size (Average Sunday Worship Attendance of 151-400 adults and children), Corporate-size (Average Sunday Worship Attendance of 401 and up adults and children), and Multiple Point Parish are given a compensation value of \$300.00 per point.

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

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 Deacon Salary blank. The compensation amount chosen becomes the Total Defined Compensation Value for the Portico Benefits Plan, should one be offered to the deacon.

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.