

GUIDELINES

MINISTER OF WORD AND SERVICE (DEACON) SALARY DEVELOPMENT WORKSHEET

The 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 Rostered Experience* reflects the value of acquired skills, wisdom, and experiences that can come only from actual rostered 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 (\$275.00 per year) through the 25th 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 \$100.00 per year has been assigned though it is recognized that vocations vary greatly in their contribution toward acquired knowledge for rostered 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. 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 Professional Growth Opportunities* parameter reflects the importance of growth that comes from a deacon's commitment to regular involvement in small colleague group settings such as pericope studies, seminars, conference rostered ministers' meetings, specialized ministry support groups, etc. A compensation of \$100.00 per point is given.

Congregations should give consideration to the total cost of housing in their community. Included in conversations regarding compensation 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 Deacon Salary blank. The compensation amount chosen 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.