

COMPENSATION STANDARDS FOR ROSTERED LEADERS

IN THE NORTHWESTERN PENNSYLVANIA SYNOD 2011

The minimum base salary for full-time newly ordained persons will be \$28,500. The salary for non-ordained full-time rostered leaders it will be \$27,000 for those with a Bachelors' Degree and \$29,000 for those with a masters degree. Factors which may affect these figures include: consideration for second career and previous life experience, economic factors, membership size of the congregation.

For rostered leaders continuing in service, in the same call, or when a rostered leader begins a second, third, etc. call, \$400 should be added to the base figure above for each year of experience in rostered ministry. For example, a pastor with five years of experience accepts a new call, the base salary would be \$30,500 (\$400 X 5 years experience + \$28,500).

In addition to the base financial salary, it is expected that each rostered leader will be compensated as follows:

- 1) Each pastor shall be provided the free use of a church-owned home, including utilities, or a housing allowance equal to at least 30% of the base salary. This housing allowance shall not be less than \$10,000 per year. If a church-owned home is provided, a housing equity allowance should be considered.
- 2) Each pastor shall receive a reimbursement for self employment taxes equal to at least one-half of the pastor's self employment tax. If a congregation is the sole employer of other rostered leaders the congregation will withhold social security.
- 3) Each pastor shall receive health and pension benefits according to the guidelines of the Evangelical Lutheran Church in America, including at least 12% pension regardless of age. Congregations with other rostered leaders are encouraged to enroll those persons in the ELCA plan or its equivalent.
- 4) All rostered leaders will be adequately covered under the congregation's workers' compensation insurance.
- 5) All rostered leaders will receive a minimum of two weeks time annually for continuing education (this may include no more than 2 Sundays), plus a reimbursement of at least \$750 for tuition and expenses for the 50 hours (minimum) of continuing education expected by the ELCA. Reimbursement of at least \$250 will be provided for books and publications.
- 6) Each full-time (40 hours per week or more) rostered leader will be granted at least one day off per week and four (4) weeks of vacation time annually (including 4 Sundays).
- 7) Congregations will provide a car for the pastor or mileage reimbursement according to the current rates* allowable by the Internal Revenue Service.

*The current IRS mileage rate is 50 cents per mile.