

# ROSTERED MINISTER RECOMMENDED SALARY WORKSHEET

**DIRECTIONS:** Please read the directions on each line. You must enter a value or make a selection in every orange box. Blue boxes are automatically calculated.

STEP 1 DETERMINING BASELINE COMPENSATION				
<b>BASELINE</b>	Baseline is what was previously BOTH "salary" and "housing."  The amount designed as "Housing Allowance" by a pastor must be determined later.	For congregations that provide a parsonage, adjustments will be made on another line. If a call is <u>less than full-time</u> , this amount shall be adjusted accordingly in consultation with the Bishop's Office. [Baseline AMOUNT A is set by the Synod Assembly and will be adjusted annually to account for cost of living and other market considerations.]	<b>AMOUNT A:</b>	\$48,500.00
<b>LOCALIZED COST-OF-LIVING ADJUSTMENT</b>	The Central States Synod covers a diverse area with housing and living costs that vary widely. This <i>adjustment</i> to the Baseline is intended to acknowledge that diversity. It is NOT the <i>totality</i> of the housing allowance.	In Box B, select the option that most closely matches the average local home prices and grocery costs in the area surrounding the congregation: Below, near, or above the national median (currently, the national median home costs \$200,000). [AMOUNT C = 0 or 1,500 or 3,000 based on BOX B]	<b>BOX B:</b>	Near median
			<b>AMOUNT C:</b>	\$1,500.00
<b>ADJUSTED BASELINE</b>	The Adjusted Baseline shall be the minimum compensation for a rostered leader in this synod.	[AMOUNT D = AMOUNT A + AMOUNT C.]	<b>AMOUNT D:</b>	\$50,000.00

STEP 2 DETERMINING ADDITIONAL COMPENSATION				
<b>YEARS OF SERVICE</b>	We acknowledge the value of acquired skills and wisdom that comes from actual pastoral experience.	Enter one point for each year of service as a rostered leader in Box E.	<b>BOX E:</b>	10.0
<b>NON-ROSTERED WORK EXPERIENCE</b>	We acknowledge the value of prior experience and maturity developed in the workplace, even outside of rostered ministry.	Enter the number of years of previous experience to be considered for the sake of a compensation adjustment in BOX F. [AMOUNT G = BOX F / 2 (maximum of 8).]	<b>BOX F:</b>	4
			<b>AMOUNT G:</b>	2.0
<b>ADDITIONAL EDUCATION</b>	We acknowledge the value additional education provides rostered leaders.	Enter Yes or No based on whether the rostered leader earned one or more degrees beyond the Master of Divinity level in a ministry-related field (e.g. M.A., M.Th., D.Min., Ph.D., Th.D., S.T.M.) or completed over 450 hours of Continuing Education. [AMOUNT I = 0 or 3, based on BOX H]	<b>BOX H:</b>	No
			<b>AMOUNT I:</b>	0.0
<b>ADDITIONAL RESPONSIBILITIES OR GIFTS</b>	We recognize that the structure of some calls requires additional expertise and/or work, and some candidates bring additional gifts.	Enter 1-3 points for <i>each</i> of the following situations: - 2-point call - Managing a large staff - Extraordinary merit, excellence, experience	<b>BOX J:</b>	
<b>TOTAL ADDITIONAL POINTS</b>	Total points from service, experience, education, and call structure.	AMOUNT K = BOX E + AMOUNT G + AMOUNT I + BOX J.	<b>AMOUNT K:</b>	12.0
<b>ADDITIONAL VALUE</b>	Points are converted to a cash value on a sliding scale.	The value of each point is higher at a lower sum and decrease in value as they accumulate, reflecting the reality that leaders learn at an accelerated rate early in ministry. [AMOUNT L = AMOUNT K x sliding scale]	<b>AMOUNT L:</b>	\$16,775.51

<b>STEP 3 DETERMINING RECOMMENDED COMPENSATION</b>			
<b>ADJUSTED BASELINE</b> (from above)		From Step 1	<b>AMOUNT D:</b> \$50,000.00
<b>ADDITIONAL VALUE</b> (from above)		From Step 2	<b>AMOUNT L:</b> \$16,775.51
<b>TOTAL MEDIAN COMPENSATION</b>	This is the Adjusted Baseline plus the Total Additional Value	$AMOUNT M = AMOUNT D + AMOUNT L.$	<b>AMOUNT M:</b> \$66,775.51
<b>PARSONAGE ADJUSTMENT</b>	Compensation is decreased if a parsonage is provided.	Enter "Yes" in BOX N if the congregation provides a parsonage to the rostered leader or "No" if not. [ $AMOUNT O = BOX N \times 0.30$ IF parsonage provided.]	<b>BOX N:</b> No <b>AMOUNT O:</b> \$0.00
<b>RECOMMENDED COMPENSATION RANGE</b>	This is the compensation recommended by the Central States Synod Assembly for a rostered leader with the service, experience, education, and responsibilities in your local context. <i>NOTE: This does NOT include the Social Security Employment Contribution Allowance (SECA) for clergy, which is calculated below.</i>		<b>LOW:</b> \$62,775.51 <b>MEDIAN:</b> \$66,775.51 <b>HIGH:</b> \$70,775.51

<b>STEP 4 DETERMINING FINAL COMPENSATION</b>			
<b>NEGOTIATED COMPENSATION</b>	Acknowledging the recommended compensation range above, and that no rostered leader shall be compensated below the Adjusted Baseline (AMOUNT D), it is the responsibility of the congregation and rostered leader to together determine the negotiated compensation.	Enter in BOX P the Compensation negotiated with the rostered leader in the range noted above. During conversation, consider the following: <ul style="list-style-type: none"> <li>• During the past year, has our leader met our mutually established ministry goals?</li> <li>• Are we expecting our pastor to take on any significant new responsibilities this year?</li> <li>• Are there any unique financial stresses or circumstances we should address?</li> </ul>	<b>BOX P:</b> \$66,776.00

**--- If this compensation is for a deacon, STOP HERE. --- If it is for a pastor, CONTINUE BELOW. ---**

<b>SOCIAL SECURITY EMPLOYER CONTRIBUTION ALLOWANCE (SECA)</b>	Because clergy are considered self-employed for tax purposes, an additional 7.65% is paid as salary (and any parsonage value).	Because congregations must pay 7.65% for lay employee's social security and medicare benefits, it is fair to pay this amount to a pastor. [ $AMOUNT Q = (BOX P + BOX O) \times 0.0765$ .]	<b>AMOUNT Q:</b> \$5,108.36
<b>DEFINED COMPENSATION</b>	Compensation to be paid (formerly Base + Housing + SECA)	$AMOUNT R = BOX P + AMOUNT Q.$	<b>AMOUNT R:</b> \$71,884.36

**NOTE: Pastor and congregation must determine the portion of Defined Compensation to be designated Housing/Furnishings Allowance for tax purposes, and that decision must be voted on and recorded in council minutes. A calculator and resolution is provided below.**

**Signature of Council President:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Signature of Rostered Leader:** \_\_\_\_\_ **Date:** \_\_\_\_\_

<b>STEP 5 DESIGNATING HOUSING/FURNISHINGS ALLOWANCE FOR TAX PURPOSES (Clergy Only)</b>			
<b>DEFINED COMPENSATION</b>		From AMOUNT R calculated above.	\$71,884.36
<b>HOUSING / FURNISHINGS DESIGNATION</b>		Enter pastor's election here. See Guidelines Section 1, Part B.	\$15,000.00
<b>SALARY TOTAL</b>		Portion defined as salary (including SECA) when reported to IRS	\$56,884.36

<b>COUNCIL HOUSING ALLOWANCE RESOLUTION</b>			
The congregation council of Central Lutheran Church		on	12/15/2020
after discussing the amount to be paid to Rev. Pastor Susan Jones		as a housing allowance,	
on a motion duly made and seconded, adopted the following resolution:			
<b>RESOLVED, that Rev. Pastor Susan Jones</b>	<b>for the calendar year 2021 will receive</b>		
<b>a salary of: \$56,884.36</b>	<b>and a housing/furnishings allowance of:</b>		<b>\$15,000.00</b>
<b>Council Secretary Name:</b> _____	<b>Signature:</b> _____	<b>Date:</b> _____	