

# North/West Lower Michigan Synod

## **2023 Compensation Guidelines for Ministers of Word and Sacrament (Pastors), Ministers of Word and Service (Deacons), Synodically Authorized Ministers, and Other Staff**



North/West Lower Michigan Synod  
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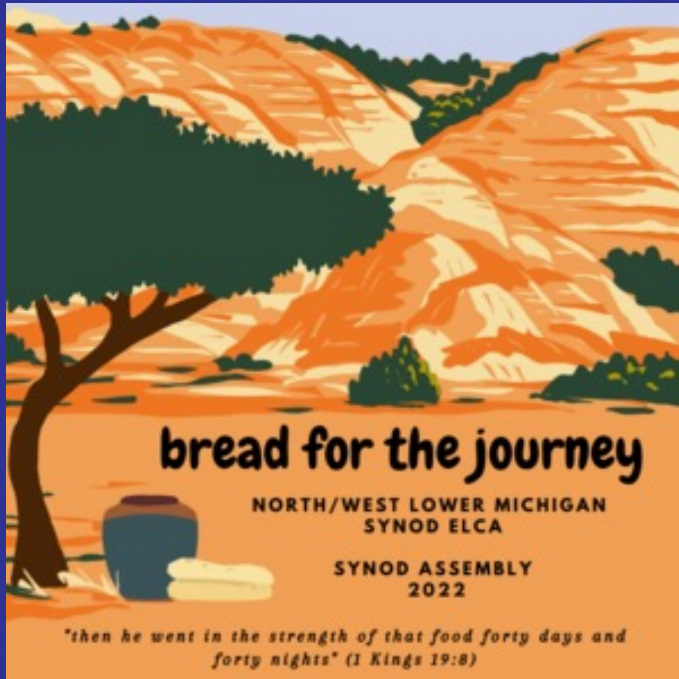
**NOTE from NWLM Synod Council:** This draft document is forwarded on to the 2022 Synod Assembly for approval. All changes made within the document (compared to the previous year) are highlighted in **red font**.

All changes from the current 2022 Guidelines are highlighted in **RED** font.

Link:

<https://www.mittensynod.org/events/assembly/>

# Synod Compensation Guidelines - Recommended Changes for 2023



- To remain competitive, a **4.5% increase** to base salary guidelines (applied to current Pastor & Deacon salary models) is recommended
- Based on (not an inclusive list):
  - 2022 Base Salary assessments for Pastors across all Region 6 synods
  - Recent U.S. Cost of Living increase of 5.9% for 2022
  - Note: Government salaries (OMB - Office of Management & Budget) increased by 2.7% in 2022 and are planned to increase by 4.6% in 2023
- This increase enables continued consistency between our recommended base salaries and those of nearby synods to ensure fair compensation for our leaders and to attract new rostered leaders to our synod within competitive Call processes.

# Synod Compensation Guidelines - Recommended Changes for 2023

Synod	NWLM - 2022	SE MI	NW OH	NE OH	Southern OH	INDIANA/KY	NWLM - 2023 Proposal
Years of Service	2022 Minimum Base Salary - Pastors	2022 Minimum Base Salary - Pastors	2022 Minimum Base Salary - Pastors	2022 Minimum Base Salary - Pastors	2022 Minimum Base Salary - Pastors	2022 Minimum Base Salary - Pastors	+4.5% to Starting Base Salary - Pastors
% Increase from Previous Year	2%	4%	3%	1.3%	not stated	1.3%	4.5% RECOMMENDED
0 yrs of service (First Call)	40,420	42,046	37,209	40,675	43,828	<150 in Worship: \$40,469 151-300 in Worship: \$44,247	42,240
5 yrs of service	42,420	44,441	40,051	42,225	46,477	<150 in Worship: \$41,989 151-300 in Worship: \$45,766	44,240
10 yrs of service	44,920	47,059	42,935	43,775	49,128	<150 in Worship: \$43,508 151-300 in Worship: \$47,286	46,740
20 yrs of service	50,720	51,844	48,719	46,875	54,323	<150 in Worship: \$46,547 151-300 in Worship: \$50,325	52,540
30 yrs of service	57,720	54,533	54,480	49,975	58,033	<150 in Worship: \$50,547 151-300 in Worship: \$54,325	59,540
Additional Input (Base Salary only - excl. Housing)	+\$500/yr thru 16 yrs; +\$700/yr for 17+ yrs	not stated	+\$350/yr beyond 30 yrs	+\$310/yr beyond 30 yrs	not stated	+\$400/yr beyond 30 yrs	For Reference: Recent SS Cost of Living (COLA) Increases 2020 - 1.6%; 2021 - 1.3%; 2022 - 5.9%

# Synod Compensation Guidelines - Recommended Changes for 2023

Pastors

277 **2023 Minimum Base Salary Recommendations for Ministers of Word and Sacrament (Pastors)**

278 These figures are minimum base salaries based on a full-time call and assume the pastor will  
 279 receive a housing allowance or parsonage in addition to the base salary. Salaries for part-time  
 280 calls should be based on a corresponding percentage of these guidelines. A full-time call is based  
 281 on 50 hours/week (on average). Congregations cannot change a pastor’s call more than 10%  
 282 without consulting the bishop and issuing a new Letter of Call.  
 283

Years of Service *	Recommended Minimum Base Salary (\$) **
0-1	42,240
2	42,740
3	43,240
4	43,740
5	44,240
6	44,740 Etc.
7	45,240
8	45,740
9	46,240
10	46,740
11	47,240
12	47,740
13	48,240
14	48,740
15	49,240
16+	49,740 **

4.5% increase applied

+\$500 for each additional year of service through 16 years. +\$700/yr after that.

284 \* For pastors, “Years of Service” equals “Years of Experience” as a minister of Word and Sacrament  
 285 (with credit given for prior employment experience as appropriate).

286 \*\* NWLM Salary Model for Pastors: The annual increase of 4.5% was applied to the base salary for 0  
 287 Years of Service; add \$500 for each Year of Service through 16 years; add \$700 for each Year of Service  
 288 for 17 years and beyond.

# Synod Compensation Guidelines - Recommended Changes for 2023

## 882 **2023 Minimum Base Salary Recommendations** for Ministers of Word and Service (Deacons)

883 The salaries below are the minimum recommended annual salaries based on a full-time position.  
 884 Salaries for less-than-full-time (includes long term part-time) positions should be based on a  
 885 corresponding percentage of these guidelines. A full-time call is based on 50 hours/week (on  
 886 average). Congregations cannot change a deacon's call more than 10% without consulting the  
 887 bishop and issuing a new Letter of Call.  
 888

**Deacons**

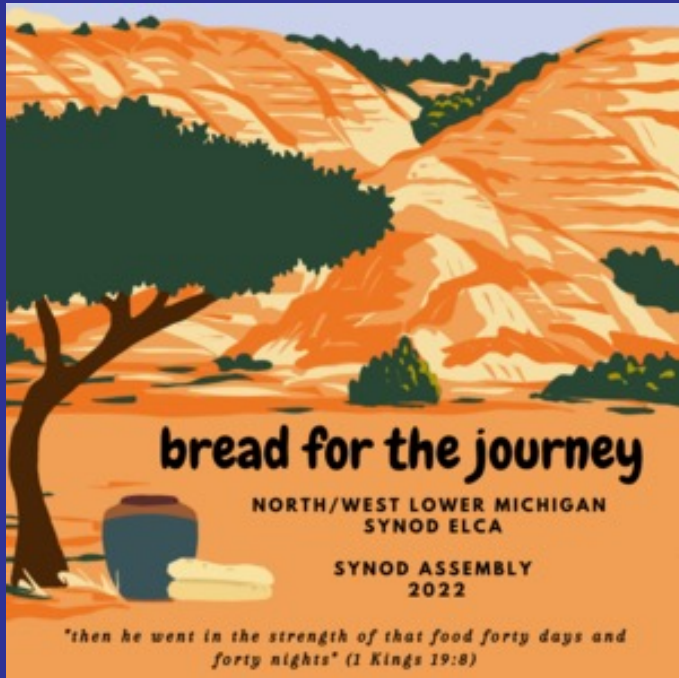
Years of Service *	Recommended Base Salary (\$) **
0-1	40,580
2	41,080
3	41,580
4	40,150
5	42,080
6	42,580
7	43,080
8	43,580
9	44,080
10	44,580
11	45,080
12	45,580
13	46,080
14	46,580
15	47,080
16	47,580
17	48,080
18	48,580
19	49,080
20+	49,580 **

**4.5% increase applied**

**+\$500 for each additional year of service**

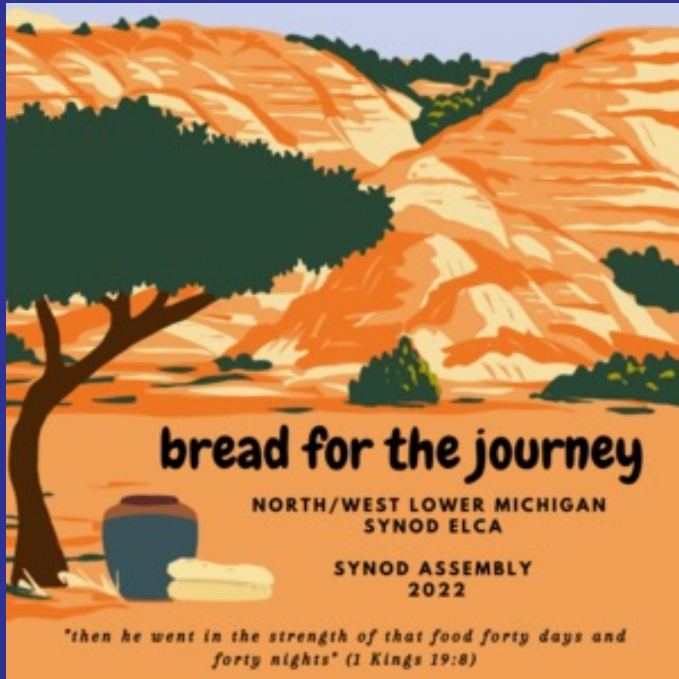
889 \* For Deacons, "Years of Service" equals "Years of Experience" as a minister of Word and Service (with  
 890 credit given for prior employment experience as appropriate)  
 891 \*\* NWLM Salary Model for Deacons: An annual 4.5% Increase was applied to the base salary for 0-1  
 892 Years of Service; add \$500 for each additional Year of Service.

# Synod Compensation Guidelines - Recommended Changes for 2023



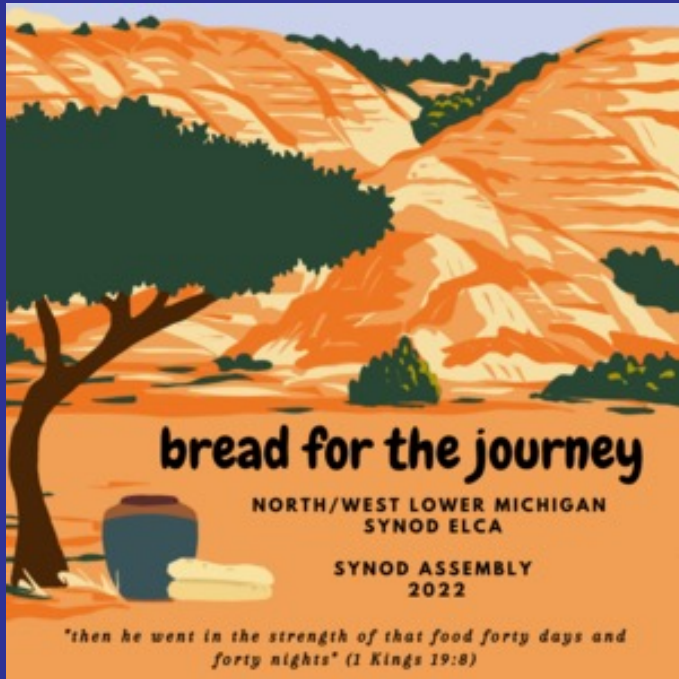
- Acknowledgement that “In some cases, it may benefit the rostered minister to select either the Bronze+ or Silver+ plan which can come with a Health Savings Account (HSA).”
- The Gold+ plan continues to be a general recommendation – however, if a rostered minister wants to take advantage of the new Health Savings Account (HSA) option, they would need to change their benefits to either the Bronze+ or Silver+ plan.
- Further details can be obtained directly from Portico.

# Synod Compensation Guidelines - Recommended Changes for 2023



- The Synod recommends that congregations contribute the 12% retirement rate for rostered ministers (Pastors and Deacons).
- This 12% rate should be used whether the pastor is called full-time or part-time, as this percentage is calculated on their defined compensation and will therefore reflect a reduced amount if the pastor is not full-time.
- Additional retirement contributions can be made by the employee (member pretax).
- Our compensation guidelines did not provide guidance on the retirement rate in past versions so this is a new recommendation area. Again – further information can be obtained from Portico.

# Synod Compensation Guidelines - Recommended Changes for 2023



- Appendix D - Separation Guidance: A new area of guidance starting in 2023.
- As most congregations do not participate in state unemployment insurance, rostered ministers are not eligible for unemployment compensation from the state. As such, congregations are strongly encouraged to consider whether severance pay is appropriate to provide care and continued income for the rostered minister during a transition period.
- It is recommended that a congregation generally provide a severance package with **3 to 6 months** continuation of salary (including housing allowance if applicable and FICA offset) and insurance benefits (including pension contributions).
- Further details and rationale can be found in Appendix D of the proposed document.