

North/West Lower Michigan Synod

2020 Compensation Guidelines for Clergy, Deacons, Synodically Authorized Ministers, and Other Staff



**North/West Lower Michigan Synod
2900 N. Waverly Road
Lansing, MI 48906**

Table of Contents

I.	Compensation for Regular Full-Time, Regular Part-Time, and Limited Part-Time Clergy (Pastors).....	6
II.	Compensation for Contracted, Supply, and Intentional Interim Clergy (Pastors).....	18
III.	Compensation for Deacons (Associates in Ministry, Deaconesses, and Diaconal Ministers) under Call.....	20
IV.	Compensation for Synodically Authorized Ministers and Other Non-Rostered (“At Will”) Employees.....	28
V.	Appendices	
	a. Form: Statement of Compensation, Benefits, and Responsibilities – Clergy.....	29
	b. Form: Statement of Compensation, Benefits, and Responsibilities – Deacon.....	32
	c. Sabbatical Policy: North/West Lower Michigan Synod.....	35

Preface

The ELCA recognizes two categories for Rostered Leaders: ministers of Word and Sacrament and ministers of Word and Service. Each rostered person has been fully approved by their Candidacy Committee and called to serve in their respective ministry fields.

- **Clergy (Pastors)** have received theological and practical training for the **ministry of Word and Sacrament** that is carried out in a variety of settings in congregations and institutions of the ELCA. They have a 4-year Masters of Divinity degree and are ordained by the ELCA.
- **Deacons (Associates in Ministry, Deaconesses, or Diaconal Ministers)** go through the candidacy process of the ELCA before they are commissioned or consecrated for **ministry of Word and Service**. They may be called by a congregation, a synod or the churchwide expression. They serve within congregations as well as outside of congregations in schools, agencies and institutions. They strive to be witnesses to this church and the world. They represent the church in settings and positions other than the traditional role of pastor.

Enclosed are the **2020 North/West Lower Michigan Synod Compensation Guidelines** for these rostered leaders (see Sections I-III). Also included are guidelines for Synodically Authorized Ministers and other congregation staff members (see Section IV). These guidelines are offered as input for congregation councils and other leadership teams to determine just and honorable salary, benefits, allowances, and reimbursements for those in ministry across our synod.

Congregations are expected to use the synod guidelines as a resource – a starting point in establishing compensation for clergy, deacons, and lay staff. However, these are only guidelines. They cannot possibly speak to all congregations with varying financial and personnel resources and expectations. They are also not intended to provide US federal tax advice. Employees and congregations are encouraged to consult with a tax expert as needed to ensure compliance with applicable Internal Revenue Service rules and regulations. If there are any discrepancies in information between what is contained in these guidelines related to housing and social security allowance and what is provided by the IRS, information provided by the IRS is controlling and should be used. Further, if there are any discrepancies between what is contained in these guidelines related to pension and insurance benefits and what is provided by Portico Benefit Services, information provided by Portico Benefit Services and the applicable summary plan descriptions are controlling and should be used.

These annual guidelines include recommended increases to base salaries based on cost of living and other strategic inputs along with changes to general guidelines for reimbursements and time off to ensure consistency with other synods in our region. Merit based increases also continue to be encouraged where appropriate based on an individual congregation's overall compensation package and a pastor's role and responsibilities within his or her congregation.

North/West Lower Michigan Synod - 2020 Compensation Guidelines

For 2020, these items should be noted:

- **2020 ELCA Pension and other Benefits:** To maintain the current level of benefits for rostered leaders and “at will” employees, we recommend that the congregations of the North/West Lower Michigan Synod continue to offer the ELCA **Gold+** Pension and other Benefits plan option in 2020 for their employees.
 - The Gold+ plan option most closely resembles the 2013 ELCA Primary health coverage (prior to the presentation of different levels). Having all congregations choose the Gold+ plan option will both continue to care for the health and well-being of all who serve under call or terms of employment and eliminate many of the variables facing congregations and employees in the midst of change.
 - The Portico benefit program is designed to align with the ELCA Philosophy of Benefits. As such, it is a bundled (“all or nothing”) benefit program that combines five benefit plans together to align with ELCA values and affirm the importance of benefits for the health and wellness of this church.
 - ELCA congregations and other eligible sponsoring employers can participate in the ELCA Pension and Other Benefits Program, which includes:
 1. ELCA Health Benefits Plan — Health benefits including medical and mental health, dental, prescription drugs, support services, and wellness programs.
 2. ELCA Flexible Benefits Plan — Health flexible spending accounts (FSA), dependent (day) care flexible spending accounts (FSA), health savings accounts (HSA), limited-purpose flexible spending accounts (FSA), and personal wellness accounts, which can be used to pay for eligible expenses.
 3. ELCA Retirement Plan — Sponsoring employers and eligible plan members contribute to save money for plan members’ retirement.
 4. ELCA Disability Benefits Plan — Provides eligible disabled plan members a monthly income, health benefits, life insurance, and retirement account contributions.
 5. ELCA Survivor Benefits Plan — Life insurance to help plan members’ beneficiaries with financial obligations in the event of a death.
- **Increases to Base Salaries for Clergy, Deacons, and Other Staff:** In considering salaries offered by other synods in our region (ELCA Region 6), the current economic climate, and noting economic indicators such as the U.S. Department of Labor Consumer Price Index and the Social Security Administration’s Cost of Living Adjustment (COLA), an increase of **3 percent has been added to the 2019 starting base salary model** to set the recommendations for 2020. In addition, each year a staff person has an additional year of experience that adds value to the shared ministry. This added experience needs to be considered in providing fair compensation for employees.

North/West Lower Michigan Synod - 2020 Compensation Guidelines

- **Bringing Compensation up to Guidelines:** If your congregation's pastor or other employees have compensation packages that are below guidelines in terms of applicable base salary, housing, benefits, etc., a strong effort should be made to increase their compensation to meet guidelines. The bishop is available for consultation as a plan to achieve a fair and competitive compensation package is developed.

These synod guidelines are maintained and updated annually by the Executive Committee of Synod Council in partnership with the Assistant to the Bishop for Congregational & Leadership Excellence. Changes to the guidelines are forwarded by Synod Council for approval at Synod Assembly and the final document is publicized on the synod website (www.mittensynod.org) for on-going reference.

The following links to IRS and Portico Benefit Services information are provided for reference:

- General link to IRS On-Line Publications [<http://www.irs.gov/publications/>]
- IRS Topic 417 – Earnings for Clergy [<http://www.irs.gov/taxtopics/tc417.html>]
- IRS Publication 517 - Social Security and Other Information for Members of the Clergy and Religious Workers [<http://www.irs.gov/publications/p517/>]
- With regard to Cost of Living Allowance (COLA), visit the Social Security website at www.ssa.gov (see Frequently Asked Questions) or contact your local Chamber of Commerce. These are very helpful in finding the actual cost of living variances in your specific county.
- Since there are many factors in figuring health benefits rates, contact the Portico Benefit Services by phone (800-352-2876) or e-mail (mail@porticobenefits.org) for assistance. Additional information, including on-line calculators and forms are also available:
 - Portico Benefit Services Employer Page: <https://employerlink.porticobenefits.org>
 - Portico Benefits Cost Calculator Tool:
<https://employerlink.porticobenefits.org/Resources/Calculators/BenefitsCostCalculator.aspx>
- The ELCA website (www.elca.org) also contains further compensatory information.

I. Compensation for Regular Full-Time, Regular Part-Time, and Limited Part-Time Clergy (Pastors)

These guidelines are applicable to clergy, ministers of Word and Sacrament, who are in positions designated as regular full-time (benefit eligible), regular part-time (benefit eligible; less-than-full-time, but regularly scheduled to work more than 20 hours per week), or limited part-time (generally not eligible to participate in benefits unless specifically indicated otherwise; regularly scheduled to work less than 20 hours per week). Guidelines for pastors in contracted, supply, or interim positions are provided in Section II.

A pastor assumes many responsibilities – they are preachers, evangelists, administrators, teachers, counselors and leaders. The ELCA requires eight years of study (including a Bachelor’s and Master of Divinity degrees) as a part of the preparation for ordained ministry. Compensation for pastors should be comparable to professional positions of equal responsibility, education, and time commitment.

Adequate compensation enables a pastor to fulfill responsibilities and obligations, encourages vocational satisfaction, and encourages a pastor’s best efforts and gifts. Congregations and our synod have an obligation to review compensation plans annually. We also expect pastors to take initiatives in seeking annual reviews of compensation.

Inadequate compensation may result in discouragement and dissatisfaction. This sometimes occurs as a pastor’s family cannot maintain financial stability, as negative attitudes toward the congregation and church begin, or as an inability to participate in continuing education programs. Inadequate compensation means low contributions to retirement plans, which leads to inadequate retirement income. All of these realities increase the occurrence of resignations from ordained ministry, make it more challenging to recruit able candidates to our synod, and can create a poor image of the church in our communities.

Our synod recognizes there are pastors and congregations who, for a variety of reasons, move forward with salaries that are below the synod’s recommended minimum guidelines. We caution these pastors and congregations, however, that they are doing disservice to the congregation, other pastors, and pastoral successors by allowing the compensation package to remain below recommended minimum guidelines. In such situations, the congregation, pastor, and bishop’s office should work together to develop a short-term (2-3 year) plan to move toward minimum guidelines and implement other ways to compensate and care for the pastor in the interim period. Ideas include:

- An extra week of vacation per year.
- An extra week of continuing education or study time.
- A monthly study day, during which the pastor would be unavailable and would use that time to pray, read scripture, explore a topic that would benefit ministry, etc. This would NOT be a vacation day, but it would be a valuable time of renewal for the pastor.

North/West Lower Michigan Synod - 2020 Compensation Guidelines

- Ask your pastor what would be most helpful in her/his ministry and how the congregation can help.

A Statement of Compensation, Benefits and Responsibilities form (Appendix A) should be completed and submitted to the bishop's office annually. Links to information from the IRS and Portico Benefits Services are provided in the Preface section of this document for reference.

A. Base Compensation

Base Salary (A-1)

The base salary for ministers of Word and Sacrament (clergy) is determined using the following factors:

- The 2020 Yearly Suggested Base Salary Grid for Clergy or Cost of Living Increase based on their current base salary, whichever is greater
- Other factors to be considered include items such as:
 - earned merit or performance
 - education (either advanced or specialized)
 - educational debt
 - prior experience of second career candidates
 - length of time in the parish
 - breadth and complexity of responsibilities
 - financial ability of the congregation
 - other factors identified by the congregation/pastor
 - housing allowance (changes up or down can impact base salary; see below)
- Base salary does not include:
 - Housing, utilities, or other such items
 - car allowance
 - continuing education allowance
 - pension and insurance benefits
 - honorariums or other fees received for weddings, funerals, and outside speaking engagements
- Income received by a spouse is not a consideration when establishing base salary

Changes to Recommended Base Salaries for Clergy:

- A **3% increase to starting base salaries in 2020** is recommended based on the following:
 - **Cost of Living Allowance (COLA):** The most recent COLA increase of **2.8%** (2019) was taken into consideration. Information on COLA can be found at <http://www.socialsecurity.gov/news/cola/> (keyword COLA).
 - **ELCA Region 6 Assessment:** An assessment of 2019 Compensation Guidelines across all synods in Region 6 was conducted. For 2020, a **3% increase to starting base salary guidelines** is recommended to ensure consistency between our synod's base salaries and those of other synods in our region to ensure fair compensation for our Clergy and to

North/West Lower Michigan Synod - 2020 Compensation Guidelines

support congregations in attracting new pastors to our synod within competitive Call processes.

- It is recognized that some congregations may not be able to fully include this strategic increase in their pastor's compensation package in a single calendar year. If this is the case, it is recommended that congregations develop a multi-year plan (in consultation with the bishop as needed) to gradually bring a pastor's compensation package in line with the minimum base salary recommendations.
- All changes are applied to the recommended base salary for 0-1 years of service which is the starting point for all other "Years of Service" recommendations. For pastors, "Years of Service" equals "Years of Experience" as a minister of Word and Sacrament.

2020 Yearly Suggested Base Salary Grid for Clergy

These figures are minimum base salaries based on a regular full-time call and assume the pastor will receive a housing allowance or parsonage in addition to the base salary. Salaries for regular part-time or limited part-time calls should be based on a corresponding percentage of these guidelines.

Years of Service	Recommended Base Salary (\$)
0-1	39,000
2	39,500
3	40,000
4	40,500
5	41,000
6	41,500
7	42,000
8	42,500
9	43,000
10	43,500
11	44,000
12	44,500
13	45,000
14	45,500
15	46,000
16+*	46,500*

*For up to and including 16 years of service, a minimum of \$500 is added for each additional year of service. For 17 years of service and higher, a minimum of \$700 should be added for each additional year of service.

Merit Based Raise (A-2)

In consideration of pastors whose work meets or exceed expectations and the congregation's goals for ministry, congregations are encouraged to consider appropriate merit increases (typically 1-3%) in addition to the base salary increase each year.

North/West Lower Michigan Synod - 2020 Compensation Guidelines

Housing (A-3)

Housing provided for a pastor should be comparable to at least the average home in the congregation and community. The congregation should provide either a suitable parsonage or a housing allowance.

- Parsonage
 - If a parsonage is provided, the congregation should assume all costs for maintenance and utilities (except for personal long distance phone charges).
 - It is important that parsonages be sufficiently maintained. An annual walk-through of the parsonage by the council or delegate team is advised to note the general condition of the home and plan for regular maintenance or other improvements.
 - Equity Allowance Plan (Housing Equity Allowance)
 - This plan is intended to provide for the needs of pastors who live in parsonages and therefore cannot build equity in a home. Pastors in this situation often come to retirement with limited savings and have difficulty providing housing for themselves and their spouses on limited retirement income once a parsonage is no longer available.
 - When a pastor lives in a parsonage provided by the congregation, the congregation should increase its contribution to the pastor's pension plan by at least **an additional 3%** of the base salary.
- Housing Allowance
 - If a parsonage is not provided, a housing allowance is required. If a housing allowance is provided, the congregation council (or equivalent leadership team) must designate it prior to January 1 of the year it is to be received. There must be written documentation and it must be provided in the congregation council (or equivalent) minutes.
 - The housing allowance should be **at least 30%** of the minimum base salary to cover expenses including mortgage payments (interest and principal) or rental payments, taxes, and fire and home liability insurance premiums, and utility costs. The only expenses specifically excluded by the regulations are those for food and maid service. Congregations should consider the average median home value found in the local area (i.e., based on zip code, etc.).
 - Once the Base Salary and Housing Allowance are set, pastors can choose to adjust (increase or decrease) the Housing Allowance with accompanying increase or decrease to the Base Salary. The total sum of Base Salary + Housing Allowance should remain constant if adjustment to the Housing Allowance is made. It is suggested that congregations keep detailed documentation of any adjustments made to ensure future increases or changes are made with knowledge of the actual Base Salary amount.

Parsonage vs. Housing Allowance

Many parishes have defined housing provisions for the pastor. However, some might encounter a change from parsonage to housing allowance, which enables a pastor to

North/West Lower Michigan Synod - 2020 Compensation Guidelines

purchase his or her own home. There are advantages in either decision, only a few of which are listed here:

- Parsonage
 - The pastor could be more mobile and would not have to give thought to the direct responsibilities of personal home ownership (e.g., mortgage payments, maintenance, taxes, insurances, etc.)
 - The congregation will have housing available immediately for a new pastor and will have the advantage of equity.
- Home Ownership
 - Allows the pastor to select a location and build equity, providing a hedge against inflation.
 - The congregation does not have the responsibility of maintenance, taxes, insurance, etc.

Social Security Allowance (A-4)

Currently, Social Security tax and Medicare is 7.65% (6.2% SS and 1.45% Medicare) for employer and 7.65% for the employee. That means employees pay one half of the total Social Security assessed tax, and the employer pays the other half. Pastors are in a unique situation in that according to the Internal Revenue Service, ordained professionals are classified not as 'employees', but as 'self-employed' meaning clergy are expected to pay the entire 15.3% Social Security tax.

Under current law, congregations are prohibited from directly paying social security tax for their pastors. For this reason, throughout the ELCA, synods strongly recommend that all congregations pay the additional 7.65% as a **Social Security offset/allowance**. This offset/allowance is calculated based on the total of the Base Salary + Housing Allowance. The allowance must be considered as salary (i.e., part of the defined compensation) in reporting to the IRS, and is also considered income when computing pension plan contributions.

Minimum Defined Base Compensation

Minimum defined base compensation is equal to the Base Salary + Housing or Housing Allowance + Social Security Allowance.

Example: For a First Call Pastor with 0-1 years of experience as an ordained pastor, the minimum defined base compensation targeted based on the guidelines would be \$39,000 (targeted base salary for a first call pastor) + \$11,700 (targeted housing at 30% base salary) + \$3,879 (Social Security Allowance at 7.65% of base salary + housing) equaling (=) \$54,579.

As stated previously in the Housing Allowance section, once the Total Base Compensation (Base Salary + Housing + Social Security Reimbursement) is determined, the amount of this total that is designated as Housing Allowance can be adjusted to meet the needs of the pastor as long as the Total Base Compensation remains the same. In other words, the pay designated as salary on the W2 can decrease (or increase) as the part designated as Housing Allowance can increase (or

North/West Lower Michigan Synod - 2020 Compensation Guidelines

decrease). The overall Total Base Compensation should remain the same. Again, it is suggested that congregations keep detailed documentation of any adjustments made to ensure future increases or changes are made with knowledge of the actual Base Salary amount.

B. Pension and Insurance Benefits

Pension (B-1)

The Pension and Other Benefits Plan of the Portico Benefit Services, includes the pastor's pension, personal and family health-dental insurance, disability and survivor benefits, and a small administrative cost. The cost to the congregation is based on the age of the pastor **as of December 31, 1987**, and the pastor's salary, housing, and Social Security Allowance. In addition, the cost varies if Medical/Dental coverage is for member, member and spouse, member and children or member, spouse and children.

Beginning in 1995, members who have medical/dental insurance through another employer-provided plan (i.e., spouse, or former employer) may waive the medical and dental portion of the Portico plan. However, the congregation would still be responsible for Disability and Retiree Support.

Portico Benefit Services Pension Plan

Upon election of participation in the program offered by the Portico Benefit Services, each congregation's contribution to the program is based on the percentages defined below.

Predecessor church (ALC, LCA, AELC) plan members with continuous participation since 1987:

Age on December 31, 1987:	
65 yrs or older:	12%
55-64 yrs:	11%
All other members:	10%

Note: Congregations may choose to remit contributions at a higher level by making additional pension contributions for members.

Pretax Contribution Agreement (Optional Pension Payments)

The pastor and the congregation may elect to enter into an agreement whereby additional contributions are made to the pastor's pension plan. The Internal Revenue Service sets annual limits for retirement plan contributions. Contact the Portico Benefit Service Center for more details [(800) 352-2876].

Medical and Dental Insurance (B-2)

Medical and Dental insurance is provided through Portico Benefit Services. The sponsored member's employer furnishes the required monthly contributions for the member's coverage to Portico Benefits Services.

North/West Lower Michigan Synod - 2020 Compensation Guidelines

The Affordable Healthcare Act that was adopted by Congress took effect in 2014. Each year, the congregation and employee will be required to select the level of health care coverage for the following year. This selection must happen even if the employee waives the Portico coverage. Portico follows the national standards and has identified the different levels of cost sharing as platinum, gold, silver and bronze. Both the employer and the insured will need to choose the same level of coverage in order to make certain that healthcare coverage continues to be provided or is provided for the first time.

This new coverage is different than the former coverage offered by Portico in a number of ways, but much remains the same. Differences include:

- The choice of the level of coverage (platinum, gold, silver, or bronze)
- Factoring in the age of the insured
- The obligation to offer healthcare benefits to all full time employees (clergy, deacons, and other employees)

What remains the same:

- ELCA guidelines for historical insurance coverage most closely match the “Gold+” level in the new Portico plan. Since the “Gold+” level most closely matches previous years’ standard insurance, congregations are strongly encouraged to maintain this level of insurance.
 - NOTE: If you are concerned about the congregation’s ability to provide coverage at the Gold+ level, please notify the Bishop’s office as soon as possible.
- Coverage is “portable” that is, it travels with the insured from call to call and state to state without beginning from zero in the new place.
- It is still possible to opt out of Portico Health Coverage, provided there is other employer-sponsored healthcare available with the congregation determining appropriate adjustments to the base compensation or other benefits (i.e., pension).
- Rates are based on the member’s coverage level. There are four coverage levels and each level has an established minimum and maximum contribution: Member Only; Member and Spouse; Member and Children; Member, Spouse, and Children
- All Portico plans are “bundled” which means coverage is required on an “all or nothing” basis (i.e., a member cannot “opt” out of disability coverage, dental coverage, etc.).

Contribution rates are aligned to individual synods and geographical areas within synods because medical and dental expenses vary according to area. Contact Portico for your area’s rate (<https://www.porticobenefits.org/>).

Sponsored Couples

If both spouses are sponsored in the Portico Benefits Services, contact Portico for more information and guidance.

North/West Lower Michigan Synod - 2020 Compensation Guidelines

Portico Benefit Services

Contact Portico Benefits Services for information about Pension and Insurance. There are forms available online. To report new contact information, change of salary, or end of call, contact a Portico representative directly at <https://porticobenefits.org/>.

Disability

Disability benefits are included in the Portico Gold+. In the event of a pastor's disability, it is recommended that the congregation continue to pay the full salary for the first sixty (60) days of disability, until the disability benefits of the ELCA Pension Plan take effect.

- This plan pays 2/3 percent (66.6%) of "Monthly Defined Compensation" beginning with the third month of disability.
- It is recommended that the congregation continue to provide housing or housing allowance during temporary disability or until termination of Call.
- If the disability continues for six (6) months, the congregation council in consultation with the bishop shall recommend a course of action to the congregation and the pastor.

C. Expenses

Automobile (C-1)

Congregations should provide an adequate car allowance in one of the following ways:

- Reimburse the pastor for actual miles driven in service of the congregation (up to an annual designated amount set by the congregation).
 - This can be done on a cents per mile basis. Such reimbursement should be consistent with the current IRS rate (i.e., 58 cents/mile in 2019; www.irs.gov)
- Pay the pastor a fixed amount in equal monthly installments for the year.
 - This is generally the least complicated way to handle the matter, but not the most favorable way when dealing with taxes.
 - If used, income per month needs to be added to salary at year-end.
- A congregation may also buy or lease a vehicle and assume the total cost of operation. Experience indicates that unless the vehicle is driven more than 30,000 miles annually, ownership is not the most cost efficient option.

Continuing Education (C-2; D-2; D-3)

It is recommended that each congregation annually budget a **minimum of \$1000** and **two weeks per year** for a pastor's continuing education. This should include a maximum of two Sundays if required for travel or conference time.

- Accumulation of time and funds to permit flexibility may be negotiated between the pastor and congregation council. Accumulation over a 2-year or 3-year period is suggested.
- Further information about continuing education is provided in Section D (Paid Time Off)

North/West Lower Michigan Synod - 2020 Compensation Guidelines

Professional Expenses (C-3)

The congregation and the pastor should share professional expenses such as theological books, periodicals, program materials, and other educational materials. Coverage of expenses for official meetings of the synod is required.

Computer and Cell Phone (C-4)

It is recommended that the congregation provide the pastor with a computer (laptop and/or desktop with monitor, keyboard, etc.) and a cell phone to facilitate ministry. Items to note:

Computers

- A computer system provided by the congregation for the pastor's use remains the property of the congregation (including all information stored on the computer) and is to be treated as a business expense that is not taxable to the pastor.
- A computer system purchased by the pastor is NOT a deductible business expense, even when used for business purposes.

Cell Phones

- A cell phone provided by the congregation for the pastor's use remains the property of the congregation and is a non-taxable business expense if the council minutes state it is primarily provided for non-compensatory business reasons (such as the need to be accessible at all time for work-related emergencies).
- The pastor may be provided with a non-taxable cell phone reimbursement if council minutes state that the pastor is required to maintain a personal cell phone for non-compensatory business reasons and the reimbursement amount does not exceed reasonable business needs (i.e., reimbursement covers the basic monthly plan, not the family plan for extra minutes).

Moving Expenses (C-5)

- Moving expenses normally are paid in full by the calling congregation. This one-time cost can be significant - recent experience indicates that costs can range from \$8,000 to \$15,000. Some congregations work to set aside a sufficient amount during the pastoral transition. Others have had a special offering to assist with this expense.
- It is recommended that the pastor submit three estimates to the congregation.

D. Paid Time Off

Weekly Time Off

- Pastors are responsible for setting their schedules to meet the needs and expectations of their call. Pastors, like anyone else, need time off from work to replenish and re-energize. Congregations should ensure that each pastor has the equivalent of **two full days off** per week. The pastor's weekly schedule (days/hours) may be negotiated as necessary.
- For the well-being of the pastor and health of the congregation, it is suggested that his or her schedule generally **not exceed 50 hours** in a work week. If longer work weeks are more the

North/West Lower Michigan Synod - 2020 Compensation Guidelines

“norm” rather than the exception, congregation councils (or equivalent) are encouraged to partner with the pastor to assess alternate resource options, including items such as:

- determining if sufficient need and capacity (financial and otherwise) is in place to warrant calling another rostered leader – clergy or deacon - to serve the congregation
- identifying possible opportunities for appropriate delegation of responsibility to staff members or lay leaders
- ensuring effective time management strategies are being utilized
- identifying responsibilities that are lower priority and could be done at a reduced frequency or discontinued
- review, prioritization, and possible adjustment to expectations set forth within the call (done in consultation with the synodical bishop)

Vacation (D-1)

- Vacation time is **four weeks** (including four Sundays)
- Attendance at official Synod or Churchwide assemblies, conferences, and continuing education are not considered vacation time.
- Additional discussion and clarification should be made regarding days off, provision for national holidays, other small blocks of “off” time, whether unused time is carried over to the next year, and whether unused time is paid out at the end of the call.

Continuing Education (C-2; D-2; D-3)

In order to update skills and thereby strengthen ministries, pastors are encouraged to enroll in courses of advanced study as such activities improve and build ministry. The ELCA expects a minimum of 50 contact hours annually in continuing education. A contact hour is defined as a typical 50-minute classroom instructional session or equivalent. These experiences are to be taken with colleagues and under responsible sponsorship, capable directors, and qualified instructors, and should be pre-approved by the congregation council or equivalent.

- Pastors are encouraged to work with their congregation council annually in planning, reviewing and recording continuing education activities and hours. These continuing education endeavors are also to be reported annually to the Synodical Bishop.
- It is recommended that each congregation annually budget **a minimum of \$1000 and two weeks per year** for a pastor’s continuing education. This should include a maximum of two Sundays if required for travel or conference time.
 - Accumulation of time and funds to permit flexibility may be negotiated between the pastor and congregation council. Accumulation over a 2-year or 3-year period is suggested.
 - The scheduling of continuing education should be determined by the pastor in consultation with the congregation council. As appropriate, the synodical bishop can also be consulted.
 - Official meetings of the synod such as Synod Assembly, Churchwide Assembly, conference meetings, or other leadership events are not included as continuing education.

North/West Lower Michigan Synod - 2020 Compensation Guidelines

- **First Call Pastors** are required to participate in First Call Theological Education (FCTE) for the first three years of ministry. FCTE includes but is not limited to a Fall Retreat (2-3 days) and a Spring Retreat (2-3 days).
 - Congregations should work with first call pastors to determine other continuing education experiences for the growth of the pastor and the congregation.
 - A First Call Theological Education Covenant shall be discussed and completed by the Pastor, Council President, and Assistant to the Bishop.

Churchwide / Synodical Commitments

- There are times when a rostered minister is called upon to serve in ways that take her/him beyond the congregation. Examples may include church-related activities such as serving as chaplain at a church camp; serving on a synodical or ELCA council, committee or task force; or filling a short-term teaching commitment at a college or seminary. Serving beyond one's home congregation in these or other ways is an integral part of public ministry. This "extended ministry" is encouraged at appropriate levels and should be considered in consultation with the rostered leader's Congregation Council. This type of ministry beyond the congregation should not be considered as vacation time for the rostered minister.
- All ministers of Word and Sacrament under call on the roster of the NWLM Synod are encouraged to attend the annual Synod Assembly as voting members.

Sick Leave (D-4)

- Sick Leave should be provided for **up to six weeks per year** with full salary, housing, and benefits.
 - This is not accumulated and should not be abused. This is not an entitlement.
 - Provision may be made for further unpaid time for disability recovery as agreed upon by the congregation, but with a stipulation that unused accumulated sick leave will not be compensated at the end of the Call.

Maternity Leave (D-5)

- Provisions for maternity leave shall include **up to six consecutive weeks** (including Sundays) with full salary, housing and benefits.
- If a longer leave is sought by the pastor but not medically required, additional time may be negotiated by the pastor with the congregation council and provisions should be made for appropriate reduction in salary and other compensation.
- If a longer leave is medically required, it should be handled as any other disability.

Paternity Leave/Adoptive Parental Leave (D-5)

- Provisions for paternity leave and adoptive parental leave shall include up to six consecutive weeks (including Sundays) with full salary, housing and benefits.
- If there are special needs, additional time may be negotiated by the pastor with the congregation council and provisions made for appropriate reduction in salary and other compensation, with appropriate documentation and approval by the congregation council.

North/West Lower Michigan Synod - 2020 Compensation Guidelines

Parenting Leave (D-6)

- Parenting leave is directed towards illness (such as spouse, child, or parent) or other special needs. Such leave should include up to six weeks (including Sundays) full salary, housing, and benefits with appropriate documentation and approval by the congregation council.
- If there are special needs, additional time may be negotiated by the pastor with the congregation council and provisions made for appropriate reduction in salary and other compensation, with appropriate documentation and approval by the congregation council.

Leave of Absence

- Congregations and pastors are encouraged to formulate a contingency plan in advance for possible leave of absence. If desired, this may be made with synod staff consultation.

Study/Sabbatical Leave (D-7)

- A sabbatical leave offers an extended block of time for study, personal growth, and reflection apart from usual congregational responsibilities.
- A sabbatical is encouraged for full-time pastors who have been in their present setting five years or more.
- See Appendix C (“Sabbatical Policy - North/West Lower Michigan Synod”) for more details.

II. Compensation for Contracted, Supply, and Intentional Interim Clergy

Clergy (pastors) in regular part-time or limited part-time calls should refer to Section I for compensation guidelines.

Pastors Under Contract

In those instances where a congregation contracts for services of a pastor on a daily (eight- hour day) basis, the recommended compensation is:

- \$200 per day plus expenses
 - Meals and mileage at the current IRS rate (i.e., 58 cents/mile in 2019).
- If a full day is not required, a congregation may contract based on an hourly rate of \$25 per hour, with minimum pay of two hours or \$50.

Supply Pastors

Compensation for supply preaching (including sermon preparation, travel time, fellowship and worship time) should be as follows:

- \$200 for one worship service
- \$50 for each additional worship service
- Mileage at the current IRS rate (i.e., 58 cents/mile in 2019)
- When an additional worship service is scheduled for Saturday or Sunday evening, the congregation is also responsible for supplying overnight lodging upon the request of the supply pastor.
- The congregation may also compensate the supply pastor for meals while in town.
- When services are not held on consecutive days, the supply preacher will be compensated each day as a separate event.

Intentional Interim Pastors

An Intentional Interim Pastor is a pastor who has received specialized training and has been called by the Bishop and Synod Council to serve as an interim pastor with the intention of dealing with transitional or healing issues in the congregation. Their interim call may be full-time, part-time or limited part-time in nature.

- **Base Compensation**
 - Whenever possible, the Base Salary will conform to the 2020 Yearly Suggested Base Salary Grid for Clergy (Section I), according to the interim pastor's years of service.
 - A Housing Allowance equal to 30% of the Base Salary or as agreed upon with pastor (the pastor may allocate some salary to housing). Alternatively, housing may be provided by the congregation as negotiated with the interim pastor.
 - A self-employed Social Security payment allowance will be provided.

North/West Lower Michigan Synod - 2020 Compensation Guidelines

- **Pension and Insurance Benefits**

- The congregation will sponsor the pastor in the Pension and Other Benefits Program of the ELCA, including health, retirement, disability, and retiree support (see Section I).
- The pastor may choose to waive health coverage if he or she has coverage from another source.

- **Expenses**

- If the pastor will be commuting more than forty miles (one way), the congregation is encouraged to provide additional salary to offset the additional expense of a lengthy commute. Mileage from home to office is not a reimbursable business expense.
- The congregation will reimburse the pastor for miles driven in service to the congregation in accordance with IRS guidelines (i.e., 58 cents/mile in 2019; www.irs.gov) up to an established maximum number of miles.
- The congregation will pay for the pastor's attendance at official synod meetings.
- A continuing education allowance shall accrue at the rate of \$83.33 per month. The pastor shall also accrue one day per month paid leave of absence to attend continuing education. Any unused time and funds will move with the pastor to the next appointment.
- If the pastor will be lodging overnight in the community served, the congregation will provide for suitable lodging.

- **Paid Time Off**

- Vacation with pay shall accumulate at the rate of one week (including one Sunday) for every 3 months of service. Some or all of the earned vacation may be taken at the conclusion of the pastor's term of service.
- Sick leave with pay shall accumulate at the rate of one day for every month served, cumulative to 30 days of sick leave. Unused accumulated sick leave will not be compensated at the end of the Call.
- Short-term or long-term disability concerns shall be handled according to Portico guidelines.

III. Compensation for Deacons (Associates in Ministry, Deaconesses, and Diaconal Ministers) Under Call

Deacons (associates in ministry, diaconal ministers, and deaconesses) come to our synod and congregations with varied skills and experiences and as a result, may assume many different responsibilities as a minister of Word and Service. Job descriptions vary and are developed by the congregation. The ELCA requires specialized training for certification as an associate in ministry, diaconal minister or deaconess (hereafter referred to as deacon). Compensation for deacons should be comparable to professional positions of equal responsibility and training within a congregation's region or within the synod. Adequate compensation enables deacons to fulfill responsibilities and obligations, encourages vocational satisfaction, and encourages a deacon's best effort. Congregations and our synod have an obligation to review compensation plans annually. We also expect deacons to take initiatives in seeking an annual review of compensation.

Inadequate compensation may result in discouragement and dissatisfaction. This sometimes occurs as a deacon's family cannot maintain financial stability, as negative attitudes toward the congregation and church begin, or as an inability to participate in continuing education programs. Inadequate compensation means low contributions to retirement plans, which leads to inadequate retirement income. All of these realities increase the occurrence of resignations from ministry, make it more challenging to recruit able candidates to our synod, and can create a poor image of the church in our communities.

Our synod recognizes there are deacons and congregations who, for a variety of reasons, choose to be content with salaries that are below the synod's recommended minimum guidelines. We caution these deacons and congregations, however, that they are doing disservice to the congregation, other deacons, and successors by allowing the compensation package to remain below recommended minimum guidelines. In such situations, the congregation, deacon, and bishop's office should work together to develop a short-term (2-3 year) plan to move toward minimum guidelines and implement other ways to compensate and care for the deacon in the interim period. Ideas include:

- An extra week of vacation per year.
- An extra week of continuing education or study time.
- A monthly study day, during which the deacon would be unavailable and would use that time to pray, read scripture, explore a topic that would benefit ministry, etc. This would NOT be a vacation day, but it would be a valuable time of renewal for the deacon.
- Ask your deacon what would be most helpful in her/his ministry and how the congregation can help.

North/West Lower Michigan Synod - 2020 Compensation Guidelines

A Statement of Compensation, Benefits and Responsibilities form for Deacons (Appendix B) should be completed and submitted to the bishop's office annually. Letters and numbers in this document correspond to that form. Links to information from the IRS and Portico Benefits Services are provided in the Preface section of this document for reference.

A. Base Compensation

In establishing the salary package for the deacon, the following criteria are to be considered:

- Education (degree or non-degree)
- Length & breadth of experience*
- Full-time/Part-time
- Certification by ELCA or predecessor church bodies
- Quality of performance
- Job description / complexity of responsibilities
- Involvement in continuing education
- Cost of living in a particular geographical area
- Educational debt
- Compensation for comparable level positions in the community or geographical area

*Appropriate credit should be given for prior employment experience, volunteer ministry experience, ministry experience in non-Lutheran settings, church agency employment or volunteer work, and non-ministry experience, particularly of second career candidates.

Changes to the Recommended Base Salaries for Deacons:

- A **3% increase to starting base salaries in 2020** is recommended based on the following:
 - **Cost of Living Allowance (COLA):** The most recent COLA increase of **2.8%** (2019) was taken into consideration. Information on COLA can be found at <http://www.socialsecurity.gov/news/cola/> (keyword COLA).
 - **ELCA Region 6 Assessment:** An assessment of 2019 Compensation Guidelines across all synods in Region 6 was conducted. For 2020, a **3% increase to starting base salary guidelines** is recommended to ensure continued consistency between our synod's base salaries and those of other synods in our region to ensure fair compensation for deacons across our synod.
- It is recognized that some congregations may not be able to fully include this strategic increase in their deacon's compensation package in a single calendar year. If this is the case, it is recommended that congregations develop a multi-year plan (in consultation with the bishop as needed) to bring compensation packages for full-time or part-time deacons in line with the minimum base salary recommendations.
- All changes are applied to the recommended base salary for 0-5 years of service which is the starting point for all other "Years of Service" recommendations. For deacons, "Years of Service" equals "Years of Experience" as a minister of Word and Service (with appropriate credit given for prior employment experience as noted above).

North/West Lower Michigan Synod - 2020 Compensation Guidelines

2020 Base Salary Chart for Deacons

The salaries below are the minimum recommended annual salaries based on a full-time position. Salaries for less-than-full-time (includes long term part-time) positions should be based on a corresponding percentage of these guidelines.

Years of Service	Recommended Salary (\$)
0-5	36,050-38,250
6-10	38,250-40,400
11-15	40,400-42,600
16-20	42,600-44,800
20+	44,800-50,300+

Social Security

Federal Tax Code requires congregations to pay for the employer's portion of the Social Security for deacons.

Housing

Federal Tax Code does not permit a tax-deductible housing allowance for deacons.

B. Pension and Insurance Benefits

Pension and Health Insurance

Pension and insurance plans are to be provided for all deacons employed by congregations who are regularly scheduled to work at least 20 hours per week or for at least 6 months per year.

Medical and Dental insurance is provided through Portico Benefit Services. The sponsored member's employer furnishes the required monthly contributions for the member's coverage to Portico Benefits Services.

The Affordable Healthcare Act that was adopted by Congress took effect in 2014. Each year, the congregation and deacon will be required to select the level of health care coverage for the following year. This selection must happen even if the deacon waives the Portico coverage. Portico follows the national standards and has identified the different levels of cost sharing as platinum, gold, silver and bronze. Both the employer and the insured will need to choose the same level of coverage in order to make certain that healthcare coverage continues to be provided or is provided for the first time.

This new coverage is different than the former coverage offered by Portico in a number of ways, but much remains the same. Differences include:

- The choice of the level of coverage (platinum, gold, silver, or bronze)
- Factoring in the age of the insured

North/West Lower Michigan Synod - 2020 Compensation Guidelines

- The obligation to offer healthcare benefits to all full time employees (clergy, deacons, and other employees)

What remains the same:

- ELCA guidelines for historical insurance coverage most closely match the “Gold+” level in the new Portico plan. Since the “Gold+” level most closely matches previous years’ standard insurance, congregations are strongly encouraged to maintain this level of insurance.
 - NOTE: If there is concern about the congregation’s ability to provide coverage at the Gold+ level, please notify the Bishop’s office as soon as possible.
- Coverage is “portable;” that is, it travels with the insured from call to call, job to job (within the ELCA), and state to state without beginning from zero in the new place.
- It is still possible to opt out of Portico Health Coverage, provided there is other employer-sponsored healthcare available with the congregation determining appropriate adjustments to the base compensation or other benefits (i.e., pension).
- Rates are based on the member’s coverage level. There are four coverage levels and each level has an established minimum and maximum contribution: Member Only; Member and Spouse; Member and Children; Member, Spouse, and Children
- All Portico plans are “bundled” which means coverage is required on an “all or nothing” basis (i.e., a member cannot “opt” out of disability coverage, dental coverage, etc.).

Contact Portico Benefits Services for information about Pension and Insurance. There are forms available online at <https://porticobenefits.org/>. To report new contact information, change of salary, or end of call, contact Portico directly.

C. Expenses

Automobile and Travel (C-1)

It is recommended that the congregation reimburse deacons for miles driven in service of the congregation.

- This can be done on a cents per mile basis. Such reimbursement should be consistent with the current IRS rate (i.e., 58 cents/mile in 2019; www.irs.gov).
- This can also be done on the basis of specific reimbursement costs. In order to claim the IRS rate the employee must own his or her automobile.

Continuing Education (C-2; D-2; D-3)

It is recommended that each congregation annually budget a **minimum of \$700** for deacons along with two weeks per year (including Sundays) for travel and/or conference time.

- Accumulation of time and funds to permit flexibility may be negotiated between the pastor and congregation council. Accumulation over a 2-year or 3-year period is suggested.
- Further information about continuing education is provided in Section D (Paid Time Off)

North/West Lower Michigan Synod - 2020 Compensation Guidelines

Professional Expenses (C-3)

The congregation and the deacon should share professional expenses such as theological books, periodicals, program materials, and other educational materials. Coverage of expenses for official meetings of the synod is required.

Computer and Cell Phone (C-4)

It is recommended that the congregation provide the deacon with a computer (laptop and/or desktop with monitor, keyboard, etc.) and a cell phone (as appropriate) to facilitate ministry. Items to note:

Computer

- A computer system provided by the congregation for the deacon's use remains the property of the congregation (including all information stored on the computer) and is to be treated as a business expense that is not taxable to the deacon.
- A computer system purchased by the deacon is NOT a deductible business expense, even when used for business purposes.

Cell Phone

- A cell phone provided by the congregation for the deacon's use remains the property of the congregation and is a non-taxable business expense if the council minutes state it is primarily provided for non-compensatory business reasons (such as the need to be accessible at all time for work-related emergencies).
- The deacon may be provided with a non-taxable cell phone reimbursement if council minutes state that the deacon is required to maintain a personal cell phone for non-compensatory business reasons and the reimbursement amount does not exceed reasonable business needs (i.e., reimbursement covers the basic monthly plan, not the family plan for extra minutes).

Moving Expenses (C-5)

- Moving expenses normally are paid in full by the calling congregation. This one-time cost can be significant - recent experience indicates that costs can range from \$8,000 to \$15,000. Some congregations work to set aside a sufficient amount during the pastoral transition. Others have had a special offering to assist with this expense.
- It is recommended that the employee submit three estimates to the congregation.

D. Paid Time Off

Weekly Time Off

- Deacons are responsible for setting their schedules to meet the needs and expectations of their position. They, like anyone else, need time off from work to replenish and re-energize. Congregations should ensure that each deacon has the equivalent of **two full days off** per week. The deacon's weekly schedule (days/hours) may be negotiated as necessary.

North/West Lower Michigan Synod - 2020 Compensation Guidelines

- For the well-being of the deacon and health of the congregation, it is suggested that his or her schedule generally **not exceed 50 hours** in a work week. If longer work weeks are more the “norm” rather than the exception, congregation councils (or equivalent) are encouraged to partner with the deacon to assess alternate resource options, including items such as:
 - determining if sufficient need and capacity (financial and otherwise) is in place to warrant additional staffing
 - identifying possible opportunities for appropriate delegation of responsibility to other staff members or congregational lay leaders
 - ensuring effective time management strategies are being utilized
 - identifying responsibilities that are lower priority and could be done at a reduced frequency or discontinued
 - review, prioritization, and possible adjustment to expectations set forth within the job description (done in consultation with the senior pastor)

Vacation (D-1)

- Vacation time is **four weeks** (including four Sundays)
- Attendance at official Synod or Churchwide assemblies, conferences, and continuing education are not considered vacation time.
- Additional discussion and clarification should be made regarding days off, provision for national holidays, other small blocks of “off” time, whether unused time is carried over to the next year, etc.

Continuing Education (C-2; D-2; D-3)

In order to update skills and thereby strengthen ministries, full-time deacons are encouraged to enroll in courses of advanced study. Such activities improve and build ministry. The ELCA expects a minimum of 50 contact hours annually in continuing education. A contact hour is defined as a typical 50-minute classroom instructional session or the equivalent. These experiences are to be taken with colleagues and under responsible sponsorship, capable directors, and qualified instructors, and should be pre-approved by the congregation council.

- Deacons are encouraged to work annually with their congregation council in planning, reviewing and recording their continuing education activities and hours. These continuing education endeavors are also to be reported annually to the synodical bishop.
- It is also recommended that each congregation annually budget a **minimum of \$700** for deacons along with two weeks per year (including Sundays) for travel and/or conference time.
- Accumulation of time and funds to permit flexibility may be negotiated between the deacon, the pastor, and congregation council. Accumulation over a 2- or 3-year period is suggested.
- Official meetings of the synod such as Synod Assembly, Churchwide Assembly, conference meetings, or other leadership events are not included as continuing education.
- **First Call Deacons** are required to participate in First Call Theological Education (FCTE) for the first three years of ministry. FCTE includes but is not limited to a Fall Retreat (2-3 days) and a Spring Retreat (2-3 days).

North/West Lower Michigan Synod - 2020 Compensation Guidelines

- Congregations should work with first call deacons to determine other continuing education experiences for the growth of the deacon and the congregation.
- A First Call Theological Education Covenant shall be discussed and completed by the Deacon, Council President, and Assistant to the Bishop.

Churchwide / Synodical Commitments

- There are times when a deacon is called upon to serve in ways that take her/him beyond the congregation. Examples may include church-related activities such as serving as chaplain at a church camp; serving on a synodical or ELCA council, committee or task force; or filling a short-term teaching commitment at a college or seminary. Serving beyond one's home congregation in these or other ways is an integral part of public ministry. This "extended ministry" is encouraged at appropriate levels and should be considered in consultation with the rostered leader's Congregation Council. This type of ministry beyond the congregation should not be considered as vacation time for the deacon.
- All ministers of Word and Service under call on the roster of the NWLM Synod are encouraged to attend the annual Synod Assembly as voting members.

Sick Leave (D-4)

- Sick Leave should be provided for up to six weeks per year with full salary, housing, and benefits.
 - This is not accumulated and should not be abused. This is not an entitlement.
 - Provision may be made for further unpaid time for disability recovery as agreed upon by the congregation, but with a stipulation that unused accumulated sick leave will not be compensated at the end of the call.

Maternity Leave (D-5)

- Provisions for maternity leave shall include up to six consecutive weeks (including Sundays) with full salary, housing and benefits.
- If a longer leave is sought by the pastor but not medically required, additional time may be negotiated by the deacon with the pastor and congregation council and provisions should be made for appropriate reduction in salary and other compensation.
- If a longer leave is medically required, it should be handled as any other disability.

Paternity Leave/Adoptive Parental Leave (D-5)

- Provisions for paternity leave and adoptive parental leave shall include up to six consecutive weeks (including Sundays) with full salary, housing and benefits.
- If there are special needs, additional time may be negotiated by the deacon with the pastor and congregation council and provisions should be made for appropriate reduction in salary and other compensation, with appropriate documentation and approval by the council.

North/West Lower Michigan Synod - 2020 Compensation Guidelines

Parenting Leave (D-6)

- Parenting leave is directed towards illness (such as spouse, child, or parent) or other special needs. Such leave should include up to six weeks (including Sundays) full salary, housing, and benefits with appropriate documentation and approval by the congregation council.
- If there are special needs, additional time may be negotiated by the deacon with the pastor and the congregation council and provisions should be made for appropriate reduction in salary and other compensation, with appropriate documentation and approval by the congregation council.

Leave of Absence

- Congregations and deacons are encouraged to formulate a contingency plan in advance for possible leave of absence. If desired, this may be made with synod staff consultation.

Study/Sabbatical Leave (D-7)

- A sabbatical leave offers an extended block of time for study, personal growth, and reflection apart from usual congregational responsibilities.
- A sabbatical is encouraged for full-time deacons who have been in their present setting seven years or more.
- See Appendix C (“Sabbatical Policy - North/West Lower Michigan Synod”) for more details.

IV. Compensation for Synodically Authorized Ministers and Other Non-Rostered “At Will” Employees

Synodically Authorized Ministers

Synodically Authorized Ministers (SAMs) are non-rostered lay leaders who have successfully completed the synod’s SAM training program.

- From a salary perspective, SAMs should be compensated using the deacon guidelines or other equivalent employee guidelines used by a congregation.
- Consideration should be given to education, degree, life and/or parish experience, and the distance between the SAM’s home and the congregational site(s).
- Note: Synodically Authorized Ministers do not receive a Definition of Compensation. If a SAM is contracted to serve, a sample contract may be provided by the Bishop’s Office.
 - See “Guidelines Related to Synodically Authorized or Licensed Ministries” at <http://www.elca.org/About/Churchwide/Office-of-the-Secretary>.

Other Non-Rostered (“At Will”) Employees

- Congregations may have other non-rostered (“at will”) employees to consider in terms of compensation packages, including youth leaders, Christian education leaders, choir directors, administrative staff, financial administrators, musicians, custodians, etc.
- Employee guidelines (including compensation, benefits, time off, etc.) should be established by the congregation for their “at-will” employees. Compensation for these employees will be based on many factors, including:
 - Job responsibilities
 - Employee status (full time; part time)
 - Compensation for comparable jobs in the local area
 - The minimum hourly wage as set by the State of Michigan (\$9.45/hr in 2019; \$9.65/hr in 2020)
- Specific recommendations for compensation of non-rostered employees are beyond the scope of this document. Congregations having questions regarding appropriate remuneration for youth leaders, Christian education leaders, choir directors, administrative staff, financial administrators, musicians, custodians, etc., can consult relevant resources such as:
 - American Guild of Organists (AGO)
 - Association of Lutheran Church Musicians (ALCM)
 - International Association of Administrative Professionals (IAAP)
 - Human resources professionals in local congregations or community organizations

Appendix A.

Statement of Compensation, Benefits, and Responsibilities - Clergy

North/West Lower Michigan Synod

Prepared by _____

For the Reverend _____

For the period: _____ to _____

A. Base Compensation

The congregation will provide the following annual compensation:

- 1. Base Salary \$ _____
- 2. Merit based increase \$ _____
- 3. Housing (complete a or b)
 - a. Parsonage or other housing:
 - i. Utilities allowance \$ _____
 - ii. Furnishings allowance \$ _____
 - iii. Housing equity allowance \$ _____
 - b. Housing Allowance \$ _____
- 4. Social Security Allowance \$ _____

B. Pension and Insurance Benefits

The congregation will sponsor the pastor in the Pension and Other Benefits Program of the ELCA, which provides retirement, disability, survivor, and medical-dental coverage.

- 1. Portico Pension at _____% of defined compensation
- 2. Portico Medical and Dental Insurance:
 - Plan Level: _____ (Note: The Gold+ Plan is recommended)
 - Plan Member Coverage (select one)
 - Member Only
 - Member, Spouse, and Children
 - Member and Spouse
 - Coverage Waived
 - Member and Children
- 3. Other insurance or benefits:
 - _____ \$ _____
 - _____ \$ _____

North/West Lower Michigan Synod - 2020 Compensation Guidelines

C. Expenses

The congregation will provide for the following expenses related to this pastor's ministry:

- 1. Automobile and Travel Allowance \$ _____
- 2. Continuing Education Expenses \$ _____
- 3. Professional Expenses \$ _____
- 4. Computer & Cell Phone \$ _____
- 5. Moving Expenses \$ _____
- 6. Other (_____) \$ _____

D. Paid Time Off

- 1. Vacation time of _____ weeks per year, including _____ Sundays
- 2. Continuing education time of _____ weeks per year
- 3. Participation in a First-Call Theological Education Program, where applicable
- 4. Sick leave of up to ___ weeks with full salary, housing, and benefits.
- 5. Where applicable, maternity/paternity/adoptive parental leave up to _____ weeks with full salary, housing, and benefits.
- 6. Where applicable, parenting leave up to _____ weeks with full salary, housing, and benefits.
- 7. An extended study/sabbatical period of up to _____ months with full salary, housing, and benefits (after being in ordained ministry for 7 yrs and serving in the present setting 5+ yrs).

E. Other Provisions

Special emphases of the pastor and special encouragement by the congregation:

- 1. During this time period, the pastor will give special attention in ministry to the following:
 - a. _____
 - b. _____
 - c. _____
 - d. _____
 - e. _____

North/West Lower Michigan Synod - 2020 Compensation Guidelines

- 2. The congregation will encourage this pastor's ministry in the following ways:
 - a. Ongoing care through a Mutual Ministry Committee or alternate upon request
 - b. _____
 - c. _____
 - d. _____
 - e. _____

F. Other Matters

(Such as accountabilities, service on synodical or churchwide boards and committees, work in church-camp programs, or other such details)

We, the undersigned, certify that the necessary approvals of the congregations and congregational council have been granted for the provisions set forth above.

Congregation President

Council Secretary

Date: _____

Date: _____

I certify that I accept the above statement:

The Reverend _____

Date: _____

Note: Retain original in records of congregation. Make a copy for the pastor. As a matter of information, send a copy to the synodical office.

Appendix B.

Statement of Compensation, Benefits, and Responsibilities - Deacon

North/West Lower Michigan Synod

Prepared by _____

For _____

For the period: _____ to _____

A. Base Compensation

The congregation will provide the following annual base compensation: \$ _____

B. Pension and Insurance Benefits

The congregation will sponsor the deacon in the ELCA "Pension and Other Benefits" program, which provides retirement, disability, survivor, and medical-dental coverage.

1. Portico Pension at _____% of defined compensation

2. Portico Medical and Dental Insurance:

• Plan Level: _____ (Note: The Gold+ Plan is recommended)

• Plan Member Coverage (select one)

Member Only

Member, Spouse, and Children

Member and Spouse

Coverage Waived

Member and Children

3. Other insurance or benefits:

_____ \$ _____

_____ \$ _____

C. Expenses

The congregation will provide for the following expenses related to this position:

1. Automobile and Travel Allowance \$ _____

2. Continuing Education Expenses \$ _____

3. Professional Expenses \$ _____

4. Computer & Cell Phone \$ _____

5. Moving Expenses \$ _____

6. Other (_____) \$ _____

North/West Lower Michigan Synod - 2020 Compensation Guidelines

D. Paid Time Off

1. Vacation time of _____ weeks per year, including _____ Sundays
2. Continuing education time of _____ weeks per year
3. Participation in a First-Call Theological Education Program, where applicable
4. Sick leave of up to ___ weeks with full salary, housing, and benefits.
5. Where applicable, maternity/paternity/adoptive parental leave up to _____ weeks with full salary and benefits.
6. Where applicable, parenting leave up to ___ weeks with full salary and benefits.
7. An extended study/sabbatical period of up to _____ months with full salary and benefits (after serving in present setting seven years or more).

E. Other Provisions

Special emphases of the deacon and special encouragement by the congregation will include:

1. During this time period, the deacon will give special attention in ministry to the following:
 - a. _____
 - b. _____
 - c. _____
 - d. _____
 - e. _____

2. The congregation will encourage the deacon in the following ways:
 - a. _____
 - b. _____
 - c. _____
 - d. _____
 - e. _____

North/West Lower Michigan Synod - 2020 Compensation Guidelines

F. Other Matters

(Such as accountabilities, service on synodical or churchwide boards and committees, work in church-camp programs, or other such details)

We, the undersigned, certify that the necessary approvals of the congregations and congregational council have been granted for the provisions set forth above.

Deacon

Congregation President

Date: _____

Date: _____

Note: Retain original in records of congregation. Make a copy for the deacon. As a matter of information, send a copy to the synodical office.

Appendix C.

Sabbatical Policy - North/West Lower Michigan Synod

Introduction

It is important for congregations (or synod organizations), clergy (pastors), and deacons to realize the importance of life-long continuing education through workshops, seminary courses and personal study to maintain and improve their skills. From time to time, however, it is very beneficial to the pastor or deacon, as well as the congregation or synod organization, for there to be an extended period of time, a sabbatical, for planned study (via a formal academic program or under a tutor) and/or personal growth and renewal (self-directed or using a spiritual director) without the demands of daily responsibilities. Experience has shown that a congregation's or synod organization's ministry directly benefits from such study, growth, and renewal as long-term ministry is revitalized and stimulated.

Biblical Basis for a Sabbatical Leave

- EZEKIEL 20:12: "Moreover I gave them my Sabbaths, as a sign between me and them, so that they might know that I the Lord sanctify them." (NRSV)
- LEVITICUS 25:1-7: "The Lord said to Moses on Mount Sinai saying: Speak to the people of Israel and say to them: When you enter the land that I am giving you, the land shall observe a Sabbath for the Lord. Six years you shall sow your field, and six years you shall prune your vineyard, and gather in their yield; but in the seventh year there shall be a sabbath of complete rest for the land, a sabbath for the Lord: you shall not sow your field or prune your vineyard. You shall not reap the after growth of your harvest or gather the grapes of your unpruned vine: it shall be a year of completed rest for the land. You may eat what the land yields during its sabbath – you, your male and female slaves, your hired and your beloved laborers also, and for the wild animals in your land all its yield shall be for food." (NRSV)

Recommendation

- A sabbatical leave is recommended to provide an opportunity for a full-time pastor or full-time deacon to take an extended period of time on sabbatical for renewal, enrichment, study, spiritual growth, travel, skill development and research.
- **Clergy:** A full-time pastor shall be eligible for a sabbatical once he or she has been in ordained ministry for seven (7) years and has completed five (5) years in the current call. The pastor is eligible for a sabbatical every five (5) years after that.
- **Deacons:** A full-time deacon shall be eligible for a sabbatical once he or she has completed seven (7) years in the current call. The deacon is eligible for a sabbatical every five (5) years after that.

Duration

- A sabbatical should be planned for up to three months (including the two continuing education weeks normally granted each year).
- Vacation is not to be included as sabbatical time.

North/West Lower Michigan Synod - 2020 Compensation Guidelines

- As appropriate, the sabbatical leave may be continuous or split into multiple blocks of time. If split, all blocks of time should be taken within a 12-month period.

Cost to the Congregation or Synod Organization

- The congregation or synod organization will continue to pay full salary and benefits (includes housing for pastors).
- Car allowance will not be paid during the sabbatical period.
- Accrued continuing education dollars can be used for the educational costs of the sabbatical – suggest limiting to an accrual of three years maximum.
- The congregation or synod organization is responsible for providing additional leadership support and service during the sabbatical time. This includes Sunday worship, teaching, leading the liturgy, confirmation camp, new member classes, visitation, funerals, weddings, etc., as applicable.
- The congregation or synod organization is not responsible to fund the sabbatical in any other way. However, the congregation or synod organization may consider gifting as a means of providing additional financial assistance.

Planning

- There are several objectives to be considered by the pastor or deacon and the congregation or synod organization during planning of a sabbatical:
 - Will this be a time of renewal that will help “recharge” the church professional spiritually and professionally so that he/she will return with new energy for ministry?
 - What are they learning that can be shared upon their return? How will this benefit the congregation?
 - How will this help the church professional grow as a person and as a professional? How will it enhance her/his ministry skills?
- Planning should begin the calendar year before the sabbatical so the congregation or synod organization and pastors / deacons can plan for financial and ministry adjustments.
- The sabbatical leave plan is to be developed in cooperation with the congregation council or synod council as applicable. The parties shall seek the counsel of the bishop before finalizing an agreement.

Commitments Following the Sabbatical

- Within six weeks of the completion of the sabbatical leave, the pastor or deacon shall present the congregation or synod organization with a written reflection on the experience and the implications for the ministry of the congregation or synod organization and ministry across the synod, as applicable.
- A copy of this written reflection shall be added to the pastor’s or deacon’s file in the bishop’s office.
- The pastor or deacon is expected to remain at least one additional year within their position in the congregation or synod organization following the sabbatical.
- The congregation council or synod council shall evaluate the benefits and costs of the sabbatical as a basis for planning future sabbaticals.