

# ELCA - Southeastern Synod

## Rostered Minister Compensation Worksheet - Initial Call

<b>Baseline Compensation</b>	Southeastern Synod annual recommended baseline  Click in cell B3 below and using the drop down box, please select Deacon or Pastor (the drop down arrow is to the right)	Recommended minimum baseline compensation includes salary and housing allowance.  Word and Service (Deacon): \$41,000 Word and Sacrament (Pastor): \$51,000  Baseline is determined by the selection of Pastor or Deacon in the drop down box to the left.
	<b>Pastor</b>	<b>\$51,000.00</b>
<b>Prior rostered experience</b>	Serving in a rostered role increases knowledge, skills, and the ability to perform the duties of the role of rostered minister.  Minimum of 1.5% for each year is suggested.	Determine the number of years of rostered experience and the impact of that experience on the skill of the rostered minister. Recommended: Minimum of 1.5% for each year.  Enter percent below.
		<b>0.0</b>
	<b>Amount of Adjustment</b>	<b>\$0.00</b>
<b>Related non-rostered experience</b>	Prior experience that has built relevant skill in the rostered minister (e.g. teaching, finance, ministry in another denomination, counseling, social work, administration, etc.). Minimum of 1.0% for each year is suggested	Determine the number of years of relevant related experience and the impact of that experience on the skill of the rostered minister. Recommended: Minimum of 1.0% for each year.  Enter percent below.
		<b>0.0</b>
	<b>Amount of Adjustment</b>	<b>\$0.00</b>
<b>Related advanced degrees</b>	Relevant formal education beyond the degree required to be ordained as a rostered minister.  Nationally recognized certification or accreditation and degrees in a ministry related field. For example, Doctor of Ministry (D. Min.) or degrees in counseling.	Recommended: Certificate = 1.5% of base Masters = 3% of base D.Min. = 4% of base Ph.D. = 5% of base  Enter percent below.
		<b>0.0</b>
	<b>Amount of Adjustment</b>	<b>\$0.00</b>
<b>Community Living adjustment</b>	The cost of living and serving in the community of the church varies greatly throughout Southeastern Synod.	Determine the amount of adjustment necessary for the rostered minister to live in the community being served.  Recommended: 0-20% of base.

		Enter percent below.
		0.0
	Amount of Adjustment	\$0.00
<b>Other adjustments</b>	<p>Ministry settings may have different expectations and complexities. This might include larger congregations, lead pastors, church schools, multi point parishes.</p> <p>Consideration should also be giving to making an adjustment to assist the rostered minister in reducing educational debt.</p>	<p>Consider expectations and educational debt reduction.</p> <p>Recommended minimum: 0-20% of base</p> <p>Enter percent below.</p>
		0.0
	Amount of Adjustment	\$0.00

<b>Base and Adjustments</b>	<b>Summary of the Components of Compensation</b>	
Baseline Compensation	From Line 3	\$51,000.00
Adjustments	Sum of all adjustments	\$0.00
Social Security Allowance	Pastors Only - Recommended: 13% of Annual Adjustment to realize 7.65% after taxes. (Deacons are not eligible for allowance)	\$6,630.00
<b>Total Compensation</b>		<b>\$57,630.00</b>

<p><b>For Ministers of Word and Sacrament (Pastors only, not Deacons)</b></p> <p>The <b>Total Compensation</b> will be paid in two components - Baseline Compensation and Housing Allowance in accordance with Internal Revenue Service rules. Based upon the individual circumstances of the rostered minister, there may be significant tax advantages in claiming the maximum amount possible as "housing allowance".</p>	Enter Housing Allowance Below
	\$0.00
	<b>Taxable Compensation</b>
	\$57,630.00

**ELCA - Southeastern Synod**  
**Rostered Minister Compensation Worksheet - Annual Review**

<b>Previous Year Total Compensation</b>	Total Compensation including Baseline Compensation, Housing Allowance and other adjustments from previous year	
		\$51,000.00
<b>Cost of Living Adjustment</b>	Cost of Living increase recommended by the Southeastern Synod for 2021.	Recommended Cost of Living Adjustment for 2021 is 2.0%
		0.0
	<b>Amount of Adjustment</b>	<b>\$0.00</b>
<b>Performance</b>	Rostered Ministers should be compensated for meeting or exceeding performance expectations as determined during annual performance review.	Recommended minimums:  Below Expectations: 0% Meets Expectations: 1.5% Exceeds Expectations: 3%  Enter percent below.
		0.0
	<b>Amount of Adjustment</b>	<b>\$0.00</b>
<b>Catch Up</b>	Twenty percent of the difference between current compensation paid by the congregation and recommended baseline compensation indicated for current year	Enter amount of "catch up"
		\$0.00

<b>Base and Adjustments</b>	<b>Summary of the Components of Compensation</b>	
Baseline Compensation	From Line 50	\$51,000.00
Adjustments	Sum of all adjustments	\$0.00
Social Security Allowance	Pastors Only - Recommended: 13% of Annual Adjustment to realize 7.65% after taxes. (Deacons are not eligible for allowance)	\$6,630.00
<b>Total Compensation</b>		<b>\$57,630.00</b>

<p><b>For Ministers of Word and Sacrament (Pastors only, not Deacons)</b></p> <p>The <b>Total Compensation</b> will be paid in two components - Baseline Compensation and Housing Allowance in accordance with Internal Revenue Service rules. Based upon the individual circumstances of the rostered minister there may be significant tax advantages in claiming the maximum amount possible as "housing allowance".</p>	Enter Housing Allowance Below
	\$0.00
	<b>Taxable Compensation</b>
	\$57,630.00