



# 2016-2017 CLERGY COMPENSATION DEVELOPMENT WORKSHEET

*(For use July 1, 2016 through June 30, 2017)*

The Sierra Pacific Synod of  
the Evangelical Lutheran Church in America

Adopted in Assembly May 13-15, 2011  
Baseline Compensation for 2016-2017  
Adopted in Assembly June 3-5, 2016

*The particular aims of this Clergy Compensation Development Worksheet are:*

- *to establish an approved baseline (minimum) level of compensation for pastors, given their levels of responsibility and education, called to serve in the Sierra Pacific Synod, and*
- *to clarify approved baseline (minimum) levels of compensation for pastors called to service in the Sierra Pacific Synod, and*
- *to provide congregations of the Sierra Pacific Synod with tools for annual determination of appropriate (minimum) compensation for those called to rostered ministry in their community.*

*Actual annual compensation levels as well as other aspects of the total compensation package are best determined through the mutual conversation of congregational leaders and their called/ rostered staff.*



**SIERRA PACIFIC SYNOD (2016-2017 Edition)**  
**Clergy Compensation Development Worksheet**

STEP 2	DETERMINING COMPENSATION RANGE ADJUSTMENTS	FORMULA
YEARS OF EXPERIENCE	As per most professional compensation systems, we acknowledge the value of acquired skills, wisdom, and experiences that can only come from actual pastoral experience.	Credit one point for each year of service as an ordained pastor (up to a maximum of 40) in Box D.  <b>BOX D: _____ points</b>
LONGEVITY IN CURRENT CALL	Research has established that vibrant long-term pastorates are often associated with congregational vitality. We seek to reflect our shared valuing of healthy, longer-tenured pastorates with this adjustment.	Credit one point for each year of service in one's current call (up to a maximum of 10) in Box E.  <b>BOX E: _____ points</b>
YEARS OF RELATED NON-PASTORAL EXPERIENCE	Increasingly, persons with prior experience in relevant fields enter rostered ministry in our church. We seek to acknowledge the value of prior experience <u>in relevant fields</u> (e.g. teaching, finance, counseling, administration, social work, etc.) with this adjustment.	Credit is given for each year of prior experience in a relevant field. Multiply those "years of related prior experience" by .5 [# years x .5 /up to a maximum of 8 points) and credit in Box F.  <b>BOX F: _____ points</b>
FURTHERED EDUCATION	Lutherans have long expected that their pastoral leaders be well-educated. This credit seeks to account for and encourage life-long learning for leadership.	Credit is given (5 points) to those who have taken the time and made the commitment to earn a degree in a ministry-related field beyond the Master of Divinity level (e.g. M.A., M.Th., D.Min., Ph.D., Th.D., S.T.M.) If such is the case, enter 5 points in Box G.  <b>BOX G: _____ points</b>
COMPENSATION ADJUSTMENT POINTS	Boxes D-G quantify the value of experience and education a pastoral leader may possess. These factors will become a basis for adjustment to compensation.	Add together the credits in Boxes D, E, F and G to create a "point total" and write that number in Box H.  <b>BOX H: _____ point total</b>

STEP 3	NEGOTIATING ACTUAL COMPENSATION	FORMULA
ADJUSTED BASELINE COMPENSATION (MINIMUM)	Step 1 (Boxes A, B and C) allowed you to determine the baseline (minimum) level of Compensation for a pastor serving in your community.	Transfer the amount recorded in Box C on page 1 of this form to Box C below.  <b>BOX C: (Box A + Box B) \$ _____</b>
COMPENSATION ADJUSTMENT (MINIMUM)	Step 2 (Boxes D, E, F and G) comprise a point total which quantifies an appropriate adjustment to compensation. The modifier is equal to 2% of the synodically-identified Baseline Compensation figure. For 2016-2017, the value of that modifier is set at <b>\$1038</b> per point.	The number of points recorded in Box H, multiplied by the point modifier, quantifies the added value of your pastor's experience and education. Complete that calculation to determine the dollar amount for Box J.  <b>BOX J: (Box H x \$1038) \$ _____</b>
APPROPRIATE MINIMUM COMPENSATION	By adding the "Adjusted Baseline Compensation" and the "Compensation Adjustment" amounts together, you will be able to determine an appropriate compensation for your pastoral leader.	Add Box C and Box J together and write that amount in Box K.  <b>BOX K: (Box C + Box J) \$ _____</b>
NEGOTIATED PASTORAL COMPENSATION FOR 2016-2017	<p>Although the Sierra Pacific Synod may produce helpful guidelines and Baseline Compensation levels, congregations ought annually to review and revise Compensation for their rostered leaders. <b>Acknowledging the amounts in Box C as a "baseline" and Box K as "appropriate," it is the responsibility of the congregation to determine actual annual compensation.</b> During the course of the conversation, consider the following questions:</p> <ul style="list-style-type: none"> <li>• <i>Does our pastor bring any special skills to this ministry that ought to be compensated?</i></li> <li>• <i>Does our pastor bear significant added administrative / leadership responsibility?</i></li> <li>• <i>During the past year, has our pastor met the ministry goals which had been mutually established by the pastor and the congregation?</i></li> <li>• <i>Are we expecting our pastor to take on any significant new responsibilities this year?</i></li> <li>• <i>Are there any unique financial stresses which we should address in order to allow our pastor to better serve our community?</i></li> </ul> <p>The amount entered in Box L represents our mutually-negotiated pastoral compensation for the coming year. (Note: Adjust accordingly if the terms of call are less than full-time, or if use of a parsonage is included as a portion of compensation.)</p> <div style="border: 1px solid black; padding: 10px; margin: 10px 0;"> <p><b>BOX L:</b> <b>Our Pastor's Compensation for 2016-2017 \$ _____</b></p> </div> <p><b>Reminder:</b> This worksheet represents approximately 70% of the costs of a pastor. Additional costs include social security, medical benefits, pension plans, continuing education, First Call Theological Education, and automobile &amp; professional expenses.</p>	