

SOUTH DAKOTA DISTRICT - LCMS

Salary Guidelines for Pastors

2010

Authorized by the 1978 South Dakota District Convention, these guidelines have been developed by the District Board of Directors to offer assistance to congregations in determining proper pastors' salaries. They are intended to provide a measure of consistency throughout the District while also allowing for consideration of the varying circumstances in each parish.

It should be noted that adjustments to the base salary amount from year to year are cost of living increases and should not be considered a "raise" in salary. Recommended percentage increments and communicant membership factors are likewise intended to merely recognize years of experience and extent of responsibility. Congregations are therefore encouraged to exceed recommended salary levels when there is interest in recognizing exemplary service above and beyond the strong faithful service which is an expectation of all District pastors.

"The faithful laborer is worthy of his wages." (Luke 10:7)

A. CASH SALARY DETERMINATION

| Year In Ministry | % of Increment | Suggested Range | | Year In Ministry | % of Increment | Suggested Range | |
|---------------------|-------------------|--------------------|--------|---------------------|-------------------|--------------------|--------|
| | | From | To | | | From | To |
| 1 | 1.00 | 28,953 | 30,147 | 21 | 1.60 | 46,821 | 48,750 |
| 2 | 1.03 | 29,822 | 31,051 | 22 | 1.63 | 47,715 | 49,682 |
| 3 | 1.06 | 30,717 | 31,983 | 23 | 1.66 | 48,610 | 50,613 |
| 4 | 1.09 | 31,611 | 32,914 | 24 | 1.68 | 49,505 | 51,545 |
| 5 | 1.12 | 32,506 | 33,846 | 25 | 1.70 | 50,101 | 52,166 |
| 6 | 1.15 | 33,401 | 34,777 | 26 | 1.72 | 50,697 | 52,787 |
| 7 | 1.18 | 34,295 | 35,709 | 27 | 1.74 | 51,294 | 53,408 |
| 8 | 1.21 | 35,190 | 36,640 | 28 | 1.76 | 51,890 | 54,029 |
| 9 | 1.24 | 36,085 | 37,572 | 29 | 1.78 | 52,487 | 54,650 |
| 10 | 1.27 | 36,979 | 38,503 | 30 | 1.80 | 53,083 | 55,271 |
| 11 | 1.30 | 37,874 | 39,435 | 31 | 1.82 | 53,680 | 55,892 |
| 12 | 1.33 | 38,769 | 40,366 | 32 | 1.84 | 54,276 | 56,513 |
| 13 | 1.36 | 39,663 | 41,298 | 33 | 1.86 | 54,872 | 57,134 |
| 14 | 1.39 | 40,558 | 42,229 | 34 | 1.88 | 55,469 | 57,755 |
| 15 | 1.42 | 41,453 | 43,161 | 35 | 1.90 | 56,065 | 58,376 |
| 16 | 1.45 | 42,347 | 44,092 | 36 | 1.92 | 56,662 | 58,997 |
| 17 | 1.48 | 43,242 | 45,024 | 37 | 1.94 | 57,258 | 59,618 |
| 18 | 1.51 | 44,137 | 45,955 | 38 | 1.96 | 57,855 | 60,239 |
| 19 | 1.54 | 45,031 | 46,887 | 39 | 1.98 | 58,451 | 60,860 |
| 20 | 1.57 | 45,926 | 47,819 | 40 | 2.00 | 59,048 | 61,481 |

B. ADJUSTMENT FACTORS:

COMMUNICANT MEMBERSHIP FACTOR

| | |
|-----------|-----------------------------|
| 0 - 100 | Communicant Members, add 0% |
| 101 - 250 | Communicant Members, add 1% |
| 251 - 400 | Communicant Members, add 2% |
| 401 - 650 | Communicant Members, add 3% |
| 651 - 950 | Communicant Members, add 4% |
| 951 - | Communicant Members, add 5% |

-OR-

MULTIPLE PARISH FACTOR

Add 5% to 15%

Total Communicant Membership of the multiple parish should be considered, with larger parishes tending toward the upper region of the adjustment factor range.

- In cases of multiple workers in a congregation, the head pastor's salary should reflect the added responsibility.
- The cash salary figures listed above are the base salary excluding any housing allowance.