

2018 Deacon Compensation Guidelines

Below are the 2018 recommended minimum *cash* compensation guidelines for Northeastern Pennsylvania Synod deacons. Separate guidelines are available for pastors. The Assembly is voting on the salary grid only.

This year, the Leadership Development team re-formed the guidelines to include specifics on how to arrive at the total compensation for pastors. It also contains previous years' expectations concerning benefits, time off, vacation, continuing education, etc. as well as additional worksheets and information. We hope it will assist you in the "nuts and bolts" as well as a promoting a framework for caring for the whole leader. The complete Leadership Support Guidelines for Pastors and Deacons are available on line at www.nepasynod.org.

NOTE: The guidelines offered here are based upon CASH COMPENSATION (CC) which consists of base salary, housing and ½ of the Self-Employment Tax (SET) compensation.

Years completed Service in rostered ministry	2018 Recommended Salary Range With Bachelor's Degree		2018 Recommended With Master's Degree	
	Low	High	Low	High
0-1	35,023	38,587	37,277	41,004
2-3	36,307	39,936	39,630	43,593
4-7	37,534	41,288	40,857	44,942
8-10	39,989	43,988	43,311	47,643
11-15	41,830	50,195	45,153	54,184
16-20	44,898	53,329	48,223	57,867
21+	47,968	62,359	51,292	66,679

Deacons with part time calls should be compensated on a prorated basis in line with the above guidelines, in consultation with the Office of the Bishop. Vacation and continuing education provisions should be prorated, as well. Pension and health benefits are according to the guidelines of the ELCA, including a 12% pension provision.