

ROSTERED DEACONS
2019 Minimum Salary Guidelines

Resolved that:

- 1) The 2019 *minimum* salary for rostered lay leaders in the Northeastern Pennsylvania Synod of the ELCA be in agreement with the following guidelines:

Years completed Service in rostered ministry	2019 Recommended Salary Range With Bachelor's Degree		2019 Recommended Salary Range With Master's Degree	
	Low	High	Low	High
0-1	35,723	39,358	38,022	41,824
2-3	37,033	40,735	40,423	44,465
4-7	38,285	42,113	41,674	45,841
8-10	40,789	44,867	44,177	48,596
11-15	42,667	51,199	46,056	55,268
16-20	45,796	54,395	49,187	59,024
21+	48,927	63,606	52,318	68,013

2) Congregations should remember that the figures in the grid are *minimums*. Congregations are encouraged to exceed these minimum guidelines. Additional compensation should be provided based on criteria such as continuing education, special skills, responsibilities, merit, and local conditions.

3) Each congregation shall establish a Mutual Ministry Committee to facilitate the discussion by which these criteria are evaluated (as well as for carrying out the other functions of mutual ministry).

4) A congregation that fails to meet the synodical guidelines shall submit a report to the bishop on a form to be provided, detailing the reasons why these minimums are not being met and the steps that will be taken to establish these minimums as soon as possible.

The following *minimum* benefits should be provided in addition to salary:

1) An **Automobile Allowance** equal to IRS guidelines per mile for business travel. Rostered lay leaders reimbursed for auto expense on a per mile basis do not have to report this allowance as income if they submit written mileage to the calling institution.

2) **Continuing Education** provisions including a congregation/agency providing at least \$550 for tuition, books, etc., and two weeks of time (not vacation), and the leader providing at least \$250. It is recommended that this money be deposited in the synod's PACE program. (Programs that include Sundays must be negotiated with the congregation council.) It is encouraged that congregations/agencies and rostered lay professional leaders work towards a partnership goal of \$1,000.

3) Four full weeks of **vacation** time annually.

- 4) One to two **days off** per week, and, at least once a month, two consecutive days off.
- 5) For the purposes of **Worker's Compensation**, rostered lay leaders are considered to be employees of the congregation and therefore should be included in Worker's Compensation insurance.
- 6) **Health and pension benefits** according to the guidelines of the ELCA, including a 12% pension provision **shall be provided for by the congregation or calling agency**. In 2013, the ELCA Church Council recommended that in order to maintain the current level of health benefits for our rostered leaders and lay church workers, congregations offer to provide the Gold + ELCA health plan option in 2017 for their rostered leaders and lay church workers. The Gold + option most closely resembles the 2013 ELCA Primary health coverage. The Leadership Development Team of the NEPA Synod supports this recommendation of ELCA Church Council, and urges all synod congregations to offer the Gold + option (or its equivalent) for rostered leaders and lay church workers each year.
- 7) Congregations may also reimburse the lay leader(s) for **professional expenses** such as dues, entertainment, supplies, and malpractice insurance.