

**ROSTERED DEACONS
2021 Minimum Salary Guidelines**

Resolved that:

1) The 2021 *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	2021		2021	
	Recommended Salary Range With Bachelor's Degree		Recommended Salary Range With Master's Degree	
	Low	High	Low	High
0-1	37,167	40,948	39,559	43,514
2-3	38,529	42,380	42,056	46,261
4-7	39,831	43,815	43,358	47,693
8-10	42,437	46,680	45,962	50,559
11-15	44,390	53,267	47,918	57,500
16-20	47,646	56,593	51,174	61,408
21+	50,903	66,176	54,431	70,760

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) On the occasion of birth or adoption, Congregations shall provide 6-12 weeks of **parental leave** depending on the needs of the parent and family with full pay and benefits.

6) 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.

7) **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.

8) Congregations may also reimburse the lay leader(s) for **professional expenses** such as dues, entertainment, supplies, and malpractice insurance.