

2020 MEDIAN COMPENSATION (no SECA) - SURROUNDING SYNODS (CLERGY)

Years Service	Central States	Rocky Mountain	Southeast Iowa	Western Iowa	Nebraksa	Cntrl/South Illinois	Arkansas / Oklahoma
0	-	\$47,000	\$50,350	\$54,724	\$49,361	\$47,525	\$51,248
1	\$47,154	\$47,700	\$51,357	\$55,271	\$50,525	\$48,506	\$51,248
2	\$47,804	\$48,400	\$52,384	\$55,823	\$51,613	\$49,488	\$51,567
3	\$48,454	\$49,100	\$53,432	\$56,382	\$52,800	\$50,469	\$53,945
4	\$49,104	\$49,800	\$54,500	\$56,945	\$53,947	\$51,451	\$56,405
5	\$49,754	\$50,500	\$55,590	\$57,515	\$55,110	\$52,432	\$57,776
6	\$50,404	\$51,200	\$56,702	\$61,037	\$56,225	\$53,414	\$59,156
7	\$51,054	\$51,900	\$57,836	\$61,647	\$57,340	\$54,395	\$60,529
8	\$51,704	\$52,600	\$58,993	\$62,264	\$58,455	\$55,377	\$61,901
9	\$52,354	\$53,300	\$60,173	\$62,886	\$59,569	\$56,358	\$63,281
10	\$53,004	\$54,000	\$61,376	\$63,515	\$60,684	\$57,340	\$64,544
11	\$53,654	\$54,700	\$62,297	\$66,281	\$61,799	\$58,321	\$66,032
12	\$54,304	\$55,400	\$63,231	\$66,944	\$62,910	\$59,303	\$67,445
13	\$54,954	\$56,100	\$64,180	\$67,613	\$64,025	\$60,284	\$68,783
14	\$55,604	\$56,800	\$65,143	\$68,290	\$65,140	\$61,266	\$70,152
15	\$56,254	\$57,500	\$66,120	\$68,972	\$66,245	\$62,247	\$71,484
16	\$56,904	\$58,200	\$67,112	\$71,698	\$67,347	\$63,229	\$72,134
17	\$57,554	\$58,900	\$68,118	\$72,415	\$68,452	\$64,210	\$72,784
18	\$58,204	\$59,600	\$69,140	\$73,139	\$69,553	\$65,192	\$73,434
19	\$58,854	\$60,300	\$70,177	\$73,870	\$70,658	\$66,173	\$74,084
20	\$59,504	\$61,000	\$71,230	\$74,609	\$71,760	\$67,155	\$74,734
21	\$60,154	\$61,700	\$72,298	\$77,136	\$72,865	\$68,136	\$75,384
22	\$60,804	\$62,400	\$73,383	\$77,907	\$73,967	\$69,118	\$76,034
23	\$61,454	\$63,100	\$74,483	\$78,686	\$75,069	\$70,099	\$76,684
24	\$62,104	\$63,800	\$75,601	\$79,473	\$76,170	\$71,081	\$77,334
25	\$62,754	\$64,500	\$76,735	\$80,268	\$77,275	\$72,062	\$77,984

*US Median Home

*32.5% housing

30% housing

** Between unadjusted "low" and experience-adjusted "high" ranges

METHOD OF DETERMINING COMPENSATION - SURROUNDING SYNODS

Years Service	Central States	Rocky Mountain	Southeast Iowa	Western Iowa	Nebraksa	Cntrl/South Illinois	Arkansas / Oklahoma
Type	Chart.	Formula.	Formula.	Table.	Chart.	Chart.	Chart.
Base	Lists low-high range based on years of experience.	<i>Low range:</i> Established base + local COL adjustmnt <i>High range:</i> Established base + local COL + points (x \$1,400) for years service, prior exper., education. Agree with pastor in range.	Established "seminary grad's minimum base" of \$38,000. Add 2%/year for each yr 0-10 1.5%/year for each yr 11-20 Negotiate beyond 20 yrs.	Provides low to high range for base salary, lumped into ranges: 0-5, 6-10, 11-15, 16-20, 21-25 years of service Add 1% for each addl. year within a range.	Lists low-high range based on years of experience.	Lists low-high range based on years of experience.	Lists low-high range based on years of experience. Chart goes to 15 years, for addl. add \$500 for each year of experience.
House	Lists low-high range calculated from base.	Localized Cost of Living adjustment included in base calculation.	Add housing "based on housing expenses in area" with guide of 30% in low cost area & 35% in high cost areas.	Add 30% of base for housing.	Add 30% of base for housing.	Add "fair rental value of a home in community, including costs of insurance, utilities, taxes, maintenance, improvements, furnishings."	Lists low-high range calculated from base.
SECA	Lists low-high range calc. from base.	Add 7.65% SECA to agreed compensation.	Add 7.65% FICA.	Add 7.65% FICA.	Add 7.65% FICA.	Add 7.65% FICA.	Lists low-high range calc. from base.
Parsonage	Designate portion as furnishing allowance. 5% housing equity	Reduce Baseline Compensation by 30% Housing Equity at least 3% of defined comp. (Salary + Parsonage Value)	Undefined addl. for housing equity	Housing Equity of 3% of base salary	5% housing equity	Housing equity of 3% of total compensation or 5-10% of base salary	Undefined addl. for housing equity
Additional	Adjustments for workload, addl. education, addl. degree, effectiveness, accomplishments, other career experience.	3 yrs previous work = 1 yr service, up to 8 total (added as points) Addl. ed degrees add 3 points	3 yrs previous work = 1 yr service, up to 5 Addl. for competency; complexity of ministry; advanced degrees; size of staff, area COL.	Adjust for responsibility and factors such as workload, education, effectiveness, two and three-point parishes.	3 yrs previous work = 1 yr service Offer comp. for local COL, responsibility, effectiveness.	Add 3-5% to base: for each of 2-point, sr. pastor w/ staff, advanced degree, merit Undefined addl. for previous work, large work load	Undefined addl. for COL, experience, special skills, training, abilities, responsibilities, merit, context
Other Notes		Last updated 2017 (being updated 2020).		Encourages helping with seminary debt reduction	Provides "Compensation Alternatives"		