

LCMS Northern Illinois District Guide for Stipend of Part-Time Pastoral Services

Payment by Function

Preaching:	\$150 for one-service minimum; \$50 for each additional service
Teaching Confirmation:	\$50-70 per session (class size might be a factor)
Hospital Call:	\$40 per visit
Home Visit:	\$40 per visit
Attend Meetings:	\$50-70 per meeting (depending on responsibilities)

These are only minimums. Figures do not include mileage. Travel expenses should be added at current IRS rate.

If preaching includes planning the worship service, that should be taken into account and compensated also.

Payment by Percentage of Salary

Another approach to part-time service is percentage of pastoral salary. Vacancies sometimes that have a scale.

Based on an assumption of a 50-55 hour week, and assuming a basic pay scale for congregations that have a scale.

25 hours a week would be 50% of a basic salary (e.g. in that situation mileage is on a IRS scale; no car replacement or such)

- Disability and pension must be paid for work over 20 hours per week - CDSP (1.2% - 2.25%)
- CRP Retirement must be paid for work over 20 hours per week. Church's Plan (Traditional: 8.7% - Regular/Basic; 11.7% full Basic). Alternate packages for account option (5.7% for non-vested workers).
- Payment of a portion of Concordia Health Plan is appropriate. (At 20 hours, 25 or 30 hours if the congregation adopts a policy stating the limit that applies to all the workers in the congregation).
- CHP monthly rate examples for 20189 (for 60162 zip code):

Option HDHP

\$804 - worker

\$1,615 - worker and spouse

\$2,154 worker/spouse/family

(Rates are by Zip Code - For other plan options refer to CHP website: www.concordiaplans.org). Other options are available, the two most popular are listed above for informational purposes. Actual plans and pricing will vary based on location.)

Payment by Hourly Rate

Per Concordia Plan Services in 2018, the average total salary of 190 pastors in the NID was \$72,912. Based on a 50 hour week, the average hourly rate would be \$28.04 excluding benefits. To compensate for all CPS benefits if not paid for by the congregation, an additional \$ 6.48 (for self only) to \$13.01 (for family) could be added to the average hourly rate to compensate for benefits (assuming 50 hour work week).