

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

Payment by Function

Preaching:	\$200 for one-service minimum; \$75 for each additional service
Teaching Confirmation:	\$75-100 per session (class size might be a factor)
Hospital Call:	\$50 per visit
Home Visit:	\$50 per visit
Attend Meetings:	at least \$75 per meeting (depending on responsibilities)
Full day work:	at least \$ 375 for 8 hours

These are only minimums. Figures do not include mileage. **Travel expenses should be added at current IRS rate for any travel more than 20 miles from Pastor's home. Also, consideration for time spent while traveling to and from the congregation should be taken into account and compensated to the Pastor.**

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. Congregations may have a pay scale for their workers which could be used for vacancies. Or refer to prior Pastor's ending salary rate. Also, a salary estimation tool from Concordia Plans Services (CPS) can be used to determine local pastor salaries based on zip code. Here is a link to that site: [Concordia Plan Services > Compensation Decision Support Tool \(cbiz.com\)](https://www.concordiaplans.org/cbiz.com)

Based on an assumption of a 50-55 hour week, 25 hours a week would be 50% of a base salary obtained from pay scale (if kept by congregation) or from CPS tool. Be sure to consider in addition to base salary the following benefits:

- Mileage based on current IRS rate
- Disability and pension must be paid for work over 20 hours per week - CDSP (1.2% - 1.75%)
- CRP Retirement must be paid for work over 20 hours per week. Church's Plan (Traditional: 10.7% - Regular/Basic).
- Payment of a portion of Concordia Health Plan (CHP) is appropriate. Note that CHP rates vary based on specific plans, location, and coverage.

Please consult CPS for applicable rates for your particular situation.

For other plan options refer to CHP Actual plans and pricing will vary based on location. Consult CHP website for further details. website: www.concordiaplans.org.