

SOUTH DAKOTA DISTRICT LCMS

(All pastors ordained after 1981 and for pastors ordained before 1982 enrolled in Concordia Plans' "offset" or "regular" plan) - 2020

Authorized by the 1978 South Dakota District Convention, these guidelines have been developed by the District Board of Directors to offer assistance to congregations in determining proper pastors' salaries. They are intended to provide a measure of consistency throughout the District while also allowing for consideration of the varying circumstances in each parish. Annual increases to the base salary rate are adjusted in accordance with the Federal Government's Midwest Region Consumer Price Index - Urban (CPI-U) using the April annualized rate.

A. CASH SALARY DETERMINATION:								
Year In Ministry	Time in Grade Factor	Suggested Range to			Year In Ministry	Time in Grade Factor	Suggested Range to	
1	1.00	36,035	37,500		21	1.60	57,656	60,000
2	1.03	37,116	38,625		22	1.63	58,737	61,125
3	1.06	38,197	39,750		23	1.66	59,818	62,250
4	1.09	39,278	40,875		24	1.68	60,539	63,000
5	1.12	40,359	42,000		25	1.70	61,260	63,750
6	1.15	41,440	43,125		26	1.72	61,980	64,500
7	1.18	42,521	44,250		27	1.74	62,701	65,250
8	1.21	43,602	45,375		28	1.76	63,422	66,000
9	1.24	44,683	46,500		29	1.78	64,142	66,750
10	1.27	45,764	47,625		30	1.80	64,863	67,500
11	1.30	46,846	48,750		31	1.82	65,584	68,250
12	1.33	47,927	49,875		32	1.84	66,304	69,000
13	1.36	49,008	51,000		33	1.86	67,025	69,750
14	1.39	50,089	52,125		34	1.88	67,746	70,500
15	1.42	51,170	53,250		35	1.90	68,467	71,250
16	1.45	52,251	54,375		36	1.92	69,187	72,000
17	1.48	53,332	55,500		37	1.94	69,908	72,750
18	1.51	54,413	56,625		38	1.96	70,629	73,500
19	1.54	55,494	57,750		39	1.98	71,349	74,250
20	1.57	56,575	58,875		40	2.00	72,070	75,000

B. ADJUSTMENT FACTORS:	
<p><u>COMMUNICANT MEMBERSHIP FACTOR</u></p> <p>0 - 100 Communicant Members, add 0%</p> <p>101 - 250 Communicant Members, add 1%</p> <p>251 - 400 Communicant Members, add 2%</p> <p>401 - 650 Communicant Members, add 3%</p> <p>651 - 950 Communicant Members, add 4%</p> <p>951 - Communicant Members, add 5%</p>	<p style="text-align: center;">-OR-</p> <p style="text-align: center;"><u>MULTIPLE PARISH FACTOR</u></p> <p style="text-align: center;">Add 5% to 15%</p> <p><i>Total Communicant Membership of the multiple parish should be considered, with larger parishes tending toward the upper region of the adjustment factor range.</i></p>

It should be noted that adjustments to the base salary amount from year to year are cost of living increases and should not be considered a "raise" in salary. Recommended percentage increments and communicant membership factors are likewise intended to merely recognize years of experience and extent of responsibility. Congregations are therefore encouraged to exceed recommended salary levels when there is interest in recognizing exemplary service above and beyond the strong faithful service which is an expectation of all District pastors.

"The faithful laborer is worthy of his wages." (Luke 10:7)

- In cases of multiple workers in a congregation, the head pastor's salary should reflect the added responsibility.
- The cash salary figures listed above are the base salary excluding any housing allowance.