

SOUTH DAKOTA DISTRICT LCMS  
**Salary Guidelines for Commissioned Ministers**  
**For 2023**

**I. CASH SALARY DETERMINATION**

Year In Ministry	Time in Grade Factor	Suggested Range		Year In Ministry	Time in Grade Factor	Suggested Range	
		<i>From:</i>	<i>To:</i>			<i>From:</i>	<i>To:</i>
1	1.00	29,017	35,726	21	1.60	46,427	57,162
2	1.03	29,888	36,798	22	1.63	47,298	58,233
3	1.06	30,758	37,870	23	1.66	48,168	59,305
4	1.09	31,629	38,941	24	1.68	48,749	60,020
5	1.12	32,499	40,013	25	1.70	49,329	60,734
6	1.15	33,370	41,085	26	1.72	49,909	61,449
7	1.18	34,240	42,157	27	1.74	50,490	62,163
8	1.21	35,111	43,228	28	1.76	51,070	62,878
9	1.24	35,981	44,300	29	1.78	51,650	63,592
10	1.27	36,852	45,372	30	1.80	52,231	64,307
11	1.30	37,722	46,444	31	1.82	52,811	65,021
12	1.33	38,593	47,516	32	1.84	53,391	65,736
13	1.36	39,463	48,587	33	1.86	53,972	66,450
14	1.39	40,334	49,659	34	1.88	54,552	67,165
15	1.42	41,204	50,731	35	1.90	55,132	67,879
16	1.45	42,075	51,803	36	1.92	55,713	68,594
17	1.48	42,945	52,874	37	1.94	56,293	69,308
18	1.51	43,816	53,946	38	1.96	56,873	70,023
19	1.54	44,686	55,018	39	1.98	57,454	70,737
20	1.57	45,557	56,090	40	2.00	58,034	71,452

**B. ADJUSTMENT FACTORS: (Select one adjustment factor)**

1. For Principal or DCE, add 15% to base salary figure.
2. For DCO or Deaconess, add 10% to 15% to base salary figure.
3. For Youth Director, add 5% to base salary figure.
4. For Master's Degree, add 5% to base salary figure.
5. For Rostered Teachers (synodically trained or colloquy), add 2% to base salary figure.

**II. OTHER CONSIDERATIONS**

1. Congregation pays its share of Social Security Taxes for Teachers and Principal.
2. Congregation pays FULL Concordia Plans for each Worker. **(or equivalent)**
3. Congregation pays for conference expenses.
4. Congregations are encouraged to help with continuing education expenses.
5. For rostered teachers and Ministers of Religion, Commissioned many of the considerations regarding housing allowances, Social Security, etc., are similar to pastors (see Guidelines for Pastors).
6. Please be encouraged to compare these guidelines with your local public school district's guidelines, and consider adjustments accordingly.

## II. EXPENSE REIMBURSEMENTS

- A. **Worker's Automobile and Business Expenses:** Changes in IRS regulations make it advisable to reimburse workers on a cents-per-mile basis according to a specific mileage record kept and submitted along with other business expense receipts by the worker, paid separately from salary.

Alternative: If a congregation or school provides a worker with an automobile, it pays other business expenses from receipts submitted by the worker.

### B. **Housing**

Subject to IRS Requirements: It is suggested that in a separate official action, the congregation or school designate 50% of the salary and community cost of housing total as a "housing allowance," giving opportunity to the worker to include other housing expenses up to that amount to benefit him/her in his/her federal income tax considerations.

## III. OTHER CONSIDERATIONS

### A. **Vacation Time**

Refer to Call Documents or Contract.

- B. **Conference Expenses** Attendance at official conferences and conventions is mandatory for all rostered workers. Congregations or schools should reimburse for all ordinary conference expenses for the worker.

- C. **Continuing Education** Congregations are encouraged to provide a fixed annual sum to be set aside for the worker's use in continuing his/her education. However, a teacher's continuing education classes should not conflict with his/her regular class time or other school responsibilities.

NOTE: The District will provide 75% of the tuition for Lutheran teacher colloquy students. The worker and the congregation or school are expected to bear the other expenses. (Cf. Board of Directors' Resolution, June 2-3, 1996)

- D. **Health and Retirement** The entire cost of The Church's Plan should be assumed by the congregation or school for worker contributions.

i. The preferred health plan is Option A or B. However if the congregation chooses an option other than Option A, the congregation or school is encouraged to reimburse the worker for the appropriate deductible paid by the worker to the health care provider(s). The congregation or school should also consider reimbursing the worker for any coinsurance and/or co-pays paid to the health care provider(s). It is anticipated that the worker deductible/co-pay reimbursements would be funded by the savings resulting from the lower plan premium.

ii. Enrollment in the Concordia Retirement Program (CRP) is either under the "Full Basis" for most rostered workers who enrolled in the CRP prior to January 1, 1982 or under the "Regular Basis" for all rostered workers who enrolled in the CRP January 1, 1982 or later. The billing rate for the Full Basis is higher than for the Regular Basis. Unless the employer is paying a portion of the rostered worker's Social Security (see Item E. below), the employer must pay the rostered worker enrolled under the Regular Basis the difference between the Full and Regular Basis rates. Please refer to the annual Employer Rate Notice sent to congregations by Concordia Plan Services for more details, or check the link "Employer Resource Materials" under the "Resources" tab at [www.ConcordiaPlans.org](http://www.ConcordiaPlans.org) for more detailed information. Refer also to the Congregational Treasurer's Manual, The Lutheran Church—Missouri Synod, Section 4.550: "Special Equalization Payment Made to Ministers of the Gospel."

- E. **Social Security** Categorized as "self-employed" by the IRS, all Ministers of Religion, Ordained (pastors) or Commissioned (teachers, DCE, etc.) bear a significant tax load due to Social Security obligations alone. Congregations or schools are encouraged to compensate rostered workers to offset increased expense due to self-employed status. It is suggested that congregations contribute these monies to the Concordia Retirement Saving Plan (CRSP) of Concordia Plan Services in the worker's name.