

SOUTH DAKOTA DISTRICT LCMS  
**Salary Guidelines for Commissioned Ministers**  
**For 2025**

**I. CASH SALARY DETERMINATION**

Year In Ministry	Time in Grade Factor	Suggested Minimum Range		Year In Ministry	Time in Grade Factor	Suggested Minimum Range	
		<i>From:</i>	<i>To:</i>			<i>From:</i>	<i>To:</i>
1	1.00	31,991	39,388	21	1.60	51,186	63,021
2	1.03	32,951	40,570	22	1.63	52,145	64,202
3	1.06	33,910	41,751	23	1.66	53,105	65,384
4	1.09	34,870	42,933	24	1.68	53,745	66,172
5	1.12	35,830	44,115	25	1.70	54,385	66,960
6	1.15	36,790	45,296	26	1.72	55,025	67,747
7	1.18	37,749	46,478	27	1.74	55,664	68,535
8	1.21	38,709	47,659	28	1.76	56,304	69,323
9	1.24	39,669	48,841	29	1.78	56,944	70,111
10	1.27	40,629	50,023	30	1.80	57,584	70,898
11	1.30	41,588	51,204	31	1.82	58,224	71,686
12	1.33	42,548	52,386	32	1.84	58,863	72,474
13	1.36	43,508	53,568	33	1.86	59,503	73,262
14	1.39	44,467	54,749	34	1.88	60,143	74,049
15	1.42	45,427	55,931	35	1.90	60,783	74,837
16	1.45	46,387	57,113	36	1.92	61,423	75,625
17	1.48	47,347	58,294	37	1.94	62,063	76,413
18	1.51	48,306	59,476	38	1.96	62,702	77,200
19	1.54	49,266	60,658	39	1.98	63,342	77,988
20	1.57	50,226	61,839	40	2.00	63,982	78,776

**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 figure.
5. For Rostered Teachers (synodically trained or colloquy), add 2% to base 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.