

SOUTH DAKOTA DISTRICT LCMS

Pastor Salary Guidelines for 2025

These guidelines have been developed by the District's Board of Directors to offer assistance to congregations in determining equitable pastors' salaries. They are intended to provide a measure of consistency throughout the District while also allowing for consideration of the varying factors in each parish and for our pastors' training, experience, and responsibilities. Annual increases to the base salary rate are adjusted considering several factors, including the Federal Govt's Midwest Region Consumer Price Index - Urban (CPI-U).

I. A. CASH SALARY DETERMINATION:								
Year In Ministry	Time in Grade Factor	Suggested Minimum Range	to		Year In Ministry	Time in Grade Factor	Suggested Minimum Range	to
1	1.00	43,175	44,931		21	1.60	69,080	71,890
2	1.03	44,470	46,279		22	1.63	70,375	73,238
3	1.06	45,766	47,627		23	1.66	71,671	74,585
4	1.09	47,061	48,975		24	1.68	72,534	75,484
5	1.12	48,356	50,323		25	1.70	73,398	76,383
6	1.15	49,651	51,671		26	1.72	74,261	77,281
7	1.18	50,947	53,019		27	1.74	75,125	78,180
8	1.21	52,242	54,367		28	1.76	75,988	79,079
9	1.24	53,537	55,714		29	1.78	76,852	79,977
10	1.27	54,832	57,062		30	1.80	77,715	80,876
11	1.30	56,128	58,410		31	1.82	78,579	81,774
12	1.33	57,423	59,758		32	1.84	79,442	82,673
13	1.36	58,718	61,106		33	1.86	80,306	83,572
14	1.39	60,013	62,454		34	1.88	81,169	84,470
15	1.42	61,309	63,802		35	1.90	82,033	85,369
16	1.45	62,604	65,150		36	1.92	82,896	86,268
17	1.48	63,899	66,498		37	1.94	83,760	87,166
18	1.51	65,194	67,846		38	1.96	84,623	88,065
19	1.54	66,490	69,194		39	1.98	85,487	88,963
20	1.57	67,785	70,542		40	2.00	86,350	89,862

B. ADJUSTMENT FACTORS:	
<p><u>1. 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><u>2. OTHER FACTORS</u>, w/ suggested adjustments</p> <p>*Sr. pastor responsibilities, add 5-10%.</p> <p>*Advanced degrees, add 1% per theological degree</p> <p>*Multiple-point parish, add 2-5%</p> <p>*Exemplary service, add 2-5%</p> <p>*Other:</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.

*The cash salary figures listed above are the base salary excluding any housing allowance or parsonage. Where a parsonage is provided, the establishment of an equity fund for the pastor is recommended.

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