



Metropolitan Chicago Synod
Evangelical Lutheran Church in America
God's work. Our hands.

**2022 Salary Guidelines
for Rostered Leaders
in the
Metropolitan Chicago Synod
Evangelical Lutheran Church in America**

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Part I Determining the Cash Salary

Step 1 Base Salary

Base salary is that portion of compensation that is provided to sustain the rostered leader who is called to lead ministry through the congregation or another organization. Base salary does not include housing, social security allowance, or professional expenses.

Please refer to Salary Guidelines on page 10.

\$ _____

Step 2 Merit Adjustment

Education: Further education enriches ministry. Modest reimbursement for advanced degrees is appropriate. The suggested amount added to base pay for this component is a multiplier in the range of 1% to 5% of base pay.

\$ _____

Responsibility: Each call is unique to the situation in a given congregation. Things to consider in this area include solo parishes, multiple staff parishes, and specialized ministries. When there is a unique measure of leadership or workload, additional compensation is appropriate. The suggested amount added to base pay for this component is a multiplier in the range of 1% to 5% of base pay.

\$ _____

Previous Work Experience: Previous experience in the church and/or secular workforce that enhances a person's skills for ministry should be taken into consideration. Such experience prior to ordination should be calculated at a rate of 1/3 to 1/2 year for each year of prior experience, not to exceed 5 years of ministry credit.

\$ _____

Step 3 Total Cash Salary

\$ _____(1)

Part II Determining Housing Allowance (choose Option 1 OR 2)¹

Option 1: Allowance if pastor is a homeowner or renter

If your congregation provides a housing allowance for your pastor and family, this amount should be sufficient to provide adequate housing as well as care for the related expenses of upkeep and utilities (e.g., electricity, fuel, trash removal, water/sewer, internet, and basic telephone service). Your pastor may exclude the housing allowance from taxable income up to the *Fair Rental Value* of a furnished home plus utilities to the extent that the housing allowance is actually spent for housing. Expenses that qualify for the housing allowance include payments on purchase, mortgage payments (principal and interest), taxes, insurance, utilities, maintenance, repairs, furnishings, landscaping, etc. A helpful guide is to start with the median cost of a home in the community (which can be found at <http://www.elca.org/Our-Work/Congregations-and-Synods/Research-and-Evaluation/Demographic-Reports>). Add an additional 12% of that cost to that figure for being fully furnished. A rule of thumb is taking 1% of this figure to determine the fair market rental value. This 1% equals the monthly amount of housing allowance. For example: the median cost of a home in Elmwood Park, Illinois, was \$229,455. Fully furnished, that home would be valued at \$256,990 (\$229,455 x 1.12). 1% of \$256,990 (\$256,990 x .01) gives you a monthly housing allowance figure of \$2,570 (annually: \$30,840) to which the cost of utilities would be added.

The above calculation is recommended to determine your pastor's housing allowance. If this is not feasible, please refer to Appendix D to obtain the median housing costs by county for use as a minimum guideline.

\$_____ (2a)

Option 2: Allowance if parsonage is provided

Portico Benefit Services determines 30% of Total Cash Salary is to be added to the Defined Compensation. This is its value only, not an amount paid to the pastor.

Value \$_____ (2b)

Utilities

Congregations are encouraged to pay utilities directly, but may instead add an allowance of about \$3,600.

Paid directly
OR Allowance \$_____ (2c)

Furnishings Allowance

Congregations may add a portion to the cash salary called "furnishing allowance" or may designate an amount from the cash salary for this allowance. Purchases made with this allowance are the property of the pastor.

Added
OR Designated \$_____ (2d)

(Option 2 continued on page 6)

¹ Only Word and Sacrament Ministers are eligible for a housing allowance. Please see Appendix C for Internal Revenue Service housing resolution.

Housing Equity

When a church-owned or rented parsonage is provided as part of the pastor’s compensation, the pastor does not have the opportunity to build equity, as do homeowners. Some congregations choose to compensate for this lack of equity with a housing equity allowance. These funds are vested in the pastor. The congregation pays a predetermined amount in monthly installments directly to Portico (preferred) or to another depository agreed upon by the pastor and the parish or directly to the pastor. If paid directly to the pastor, it becomes taxable income. It is recommended that the housing equity allowance be placed in a tax-deferred account with Portico. The housing equity allowance is intended to assist the pastor or the pastor’s family to provide housing that would be available when the pastor decides to purchase a home, retires, becomes disabled, dies, or when the congregation disposes of its parsonage and begins paying a housing allowance. When the pastor resigns, the assets accumulated in the depository (if not Portico) are transferred to another congregation or paid directly to the pastor, at the pastor’s discretion. Our recommendation would be to pay a housing equity allowance of at least \$3,600 per year.

\$_____ (2e)

Total Housing Compensation [2a or 2b+2c+2d+ (2e, if amount is paid directly to the pastor)]

\$_____ (2)

Part III Social Security

Social Security Allowance

Pastors are required to pay 15.3% Self-Employment (SE) Tax (Social Security/Medicare). The 15.3% is comprised of 7.65% employee portion and 7.65% employer portion. The employer portion of this tax is a deductible item for income taxes. Your local Social Security Office should be consulted for recent changes. This allowance is taxable income to the pastor and subject to SE tax.*

It is recommended that the congregation assume at least the employer portion of the Social Security Tax that the pastor must pay. This is done by paying at least 8.235% of the sum of lines 1 + 2.

\$_____ (3)

*(7.65% x 7.65% = 0.00585% + 7.65% = 8.235%)

Part IV Retirement and Other Benefits

Retirement

Under the ELCA Retirement Plan, the congregation is required to pay the minimum retirement contribution percentage. The congregation may choose to pay a retirement contribution percentage that is higher than the minimum.

RETIREMENT CONTRIBUTION RATES

<u>Attained Age on 12/31/87 if enrolled prior to 1988</u>	<u>Minimum Required Contribution Rate</u>
45 through 54	11%

All other rostered leaders	10%
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Defined Compensation² X _____%

Retirement Contribution

\$ _____

ELCA Medical and Dental Benefits

Calculate benefit costs by using Portico calculator found at <https://employerlink.porticobenefits.org/Resources/Calculators/BenefitsCostCalculator>
See Appendix F, page 20, for more information.

\$ _____

Disability and Basic Group Life

Contribution is set by Portico Benefit Services at 2.2% of Defined Compensation in 2022. See link for calculator above.

\$ _____

Additional Benefits

The congregation may also provide Supplemental Medical Insurance.

\$ _____

Tax-Sheltered Annuity

The congregation may also provide a tax-sheltered annuity.

\$ _____

\$ _____ (4)

Total Retirement and Other Benefits

² Defined Compensation: *Defined Compensation* is the sum of Total Cash (line 1), Housing (line 2a OR 2b+2c+2d), and Social Security (line 3).

Part V Reimbursable Expenses

Automobile Allowance

There are three ways to handle auto expenses (choose one):

- a. Congregation purchases or leases an auto \$ _____
- b. Reimburse miles driven at 56.0 cents per mile³ \$ _____
- c. Pay monthly allowance (taxable as income) \$ _____

Continuing Education

It is recommended that \$1,200 per year be spent for the continuing education of a rostered leader.

A minimum of 50 hours per year of intentional continuing education is strongly encouraged. To meet this requirement, it is recommended that 2 weeks (14 days, including two Sundays) be given annually. \$ _____

First Call Theological Education

First Call Theological Education (FCTE) is a requirement of the ELCA for a pastor in the first three years of ministry. This program helps pastors transition from seminary to congregational ministry. The FCTE requirement is in addition to the above recommended continuing education for the first three years of the pastor's ministry. Currently FCTE is four to six days per year.

Publications and Other Resource Expenses

Congregations are encouraged to reimburse for books, periodicals, resource materials, and appropriate dues up to \$500 annually. \$ _____

Official Meetings

All rostered leaders under call are expected to attend the synod assembly and other meetings called by the bishop, including the synod Professional Leaders Conference. It is recommended that the expenses for these meetings be budgeted and paid for by the congregation. In situations where the congregation does not pay these meeting expenses, the pastor should be reimbursed.

\$ _____

³ The reimbursement amount is the Standard Mileage Rate for business set by the Internal Revenue Service (IRS) and announced annually. Anytime the IRS revises this rate, the revised rate will become the current rate to use for reimbursements. This information is available at www.irs.gov, search phrase – *standard mileage rates*.

Other Expenses

Congregations are encouraged to reimburse other expenses incurred by the pastor that are related to the ministry of the congregation.

\$ _____

Total Reimbursable Expenses

\$ _____ (5)

Total Salary Package	\$ _____
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Part VI Other Considerations

Salary Guidelines

The 2022 Salary Guidelines for Rostered Leaders in the Metropolitan Chicago Synod are provided to assist in establishing appropriate salary packages, both for the initial call and in subsequent years. For 2022, a 3.0% cost of living increase is recommended for rostered leaders. The Bureau of Labor Statistics' Consumer Price Index for the 12 months ended September 2021 reflected an increase of 5.4%. While we acknowledge the reality of rising prices, we also recognize the financial burden of imposing the full increase on all congregations of our synod. For that reason, we have compromised and set the inflation portion of the salary increase at 3%. Those congregations that are fiscally able to provide the full 5.4% to their leaders are encouraged to do so. As always, these guideline salaries are recommendations that can be adapted to your congregation's individual situation.

Appendix A contains salary guidelines for rostered Word and Sacrament Ministers on page 13. The combined recommendation is comprised of the cost of living increase discussed above, along with an experience factor that begins at 2% and declines over the term of the call. Appendix B (pp. 14-15) contains similar guidelines for rostered Word and Service Ministers based on their education level.

Workweek

Because of the "on-call" nature of ministry, consideration needs to be given to the minister's self-care. A minimum of one day off per week is a necessity. It is suggested that the minister should have two consecutive days off whenever possible. Separate salary guidelines are available for part-time calls.

Vacation

The need for annual vacation is self-evident. Four weeks of paid vacation time per year, encompassing four Sundays, is considered the minimum. The congregation should consider granting additional vacation time based on the length of service in ministry. The length of vacation time, including the number of Sundays off and when vacation time is to be taken, are all matters which need to be discussed openly with your pastor and are an important part of compensation.

A written agreement regarding vacation time and days off should be approved by the minister and the church council.

Holidays

Appropriate time off for general holidays should be provided. If the actual day cannot be taken, another day should be designated as the holiday.

Parenting Leave

The number of weeks leave before and after the birth or adoption of a child should be negotiated and specified in advance. A specific parenting leave plan should be carefully drawn up in open consultation with your pastor. Parental leave should include eight (8) weeks full salary, housing, and benefits. Any other specific conditions should be clearly defined in a written document. The congregation is responsible for compensating a substitute pastor.

Parental leave may be granted by the congregation at other times, such as during times of severe illness, trauma, or death of a child. The length of the leave and the salary and benefits that the congregation will provide should be mutually negotiated. It is recommended that at a minimum the congregation provide full benefits for the pastor during the leave granted.

Sick Leave

Recommendation is one day per month, cumulative to 30 days. Full compensation should be paid during the illness. The congregation is responsible for compensating a supply pastor during the illness.

Compassion Leave

Compassion leave for a death in the rostered leader's immediate family (spouse, children, parents, grandparents, brother, sister, grandchildren, parent-in-laws, or legal guardian) should be offered. While circumstances vary, three to seven days of paid leave, potentially including a Sunday, is recommended as a compassionate first step.

Temporary Disability

In the event of temporary disability of a full-time rostered leader, full compensation should be paid for the first 60 days of disability.

After the first 60 days of disability, the ELCA disability plan becomes effective and will pay 2/3 or 66.67% of the monthly defined compensation. Congregations should consider paying the remaining 1/3 or 33.33% of the monthly defined compensation. Contact Portico Benefit Services for more information.

The congregation is responsible for compensating a supply pastor during the disability.

If a full-time rostered leader, because of the disability, receives compensation from some source other than the ELCA disability plan, such as Workers Compensation, then compensation should be mutually negotiated so that the total does not exceed the usual monthly compensation.

Military Leave

It is expected that any rostered leader interviewing for a call who has commitments to the National Guard or a reserve component of the military will disclose this information. Time off for these commitments should be mutually negotiated prior to extension and acceptance of call.

Other Benefit Programs

Additional benefits are available through Portico in the form of Flexible Spending Accounts (FSA), Tax Sheltered Annuities (TSA), and Health Savings Accounts (HSA). These are all ways for the rostered leader to save money while gaining tax advantages. Details about these programs can be found at www.porticobenefits.org.

Spiritual Renewal

It is recommended that all rostered ministers under call be given three days to one week or more per year for spiritual renewal which is not classified as vacation or educational leave. It is suggested that the rostered leader spend this time at a retreat center or facility where they are able to fully focus on “renewal.” Therefore, the pastor should designate a colleague who can cover emergencies during this time away.

Spiritual Guidance

It is recommended that all rostered ministers under call have a spiritual director or guide during their time of call.

First Call Pastors

Congregations are asked to give serious consideration to making a gift of up to \$5,000 to help pay off any first call pastor’s educational loans. The money should be repaid directly to the loaning organization.

Moving Expenses

The congregation is responsible for relocating a rostered minister to the community. All reasonable expenses should be covered by the congregation and negotiated with the incoming pastor. Moving services need to be performed by a professional moving company. If other arrangements are made, they must be mutually agreeable.

Sabbatical Leave

It is recommended that the congregation consider Sabbatical Leave for their pastor. See Appendix E for Guidelines for Sabbatical Leaves.

Appendix**A**Salary Guidelines for
Pastors

Years of Service under call	Base Salary from 2021	Experience factor	Inflation factor	Combined % increase	Recommended Salary 2022
1	\$43,021				
2	\$43,873	2.00%	3.00%	5.00%	\$45,173
3	\$44,735	1.96%	3.00%	4.96%	\$46,050
4	\$45,596	1.92%	3.00%	4.92%	\$46,938
5	\$46,455	1.89%	3.00%	4.89%	\$47,824
6	\$47,314	1.85%	3.00%	4.85%	\$48,708
7	\$48,171	1.81%	3.00%	4.81%	\$49,590
8	\$49,026	1.77%	3.00%	4.77%	\$50,470
9	\$49,881	1.73%	3.00%	4.73%	\$51,347
10	\$50,734	1.70%	3.00%	4.70%	\$52,223
11	\$51,586	1.66%	3.00%	4.66%	\$53,097
12	\$52,436	1.62%	3.00%	4.62%	\$53,970
13	\$53,174	1.58%	3.00%	4.58%	\$54,838
14	\$53,911	1.54%	3.00%	4.54%	\$55,591
15	\$54,647	1.51%	3.00%	4.51%	\$56,341
16	\$55,382	1.47%	3.00%	4.47%	\$57,088
17	\$56,115	1.43%	3.00%	4.43%	\$57,835
18	\$56,848	1.39%	3.00%	4.39%	\$58,579
19	\$57,579	1.35%	3.00%	4.35%	\$59,323
20	\$58,309	1.32%	3.00%	4.32%	\$60,064
21	\$59,038	1.28%	3.00%	4.28%	\$60,804
22	\$59,765	1.24%	3.00%	4.24%	\$61,541
23	\$60,382	1.20%	3.00%	4.20%	\$62,277
24	\$60,996	1.16%	3.00%	4.16%	\$62,896
25	\$61,611	1.13%	3.00%	4.13%	\$63,513
26	\$62,224	1.09%	3.00%	4.09%	\$64,130
27	\$62,837	1.05%	3.00%	4.05%	\$64,745
28	\$63,449	1.01%	3.00%	4.01%	\$65,358
29	\$64,059	0.97%	3.00%	3.97%	\$65,970
30	\$64,669	0.94%	3.00%	3.94%	\$66,581
31	\$65,281	0.90%	3.00%	3.90%	\$67,190
32	\$65,886	0.86%	3.00%	3.86%	\$67,801
33	\$66,383	0.82%	3.00%	3.82%	\$68,404
34	\$66,879	0.78%	3.00%	3.78%	\$68,895
35	\$67,376	0.75%	3.00%	3.75%	\$69,385
36	\$67,871	0.71%	3.00%	3.71%	\$69,874
37	\$68,365	0.67%	3.00%	3.67%	\$70,362
38	\$68,859	0.63%	3.00%	3.63%	\$70,848
39	\$69,351	0.59%	3.00%	3.59%	\$71,334
40	\$69,842	0.56%	3.00%	3.56%	\$71,817

Appendix B

Guidelines for Deacons

Bachelor's Degree

Years of Service under call	Base Salary from 2020	Experience factor	Inflation factor	Combined % increase	Recommended Salary 2022
1	\$42,621				
2	\$43,465	2.00%	3.00%	5.00%	\$44,752
3	\$44,317	1.96%	3.00%	4.96%	\$45,621
4	\$45,872	1.92%	3.00%	4.92%	\$46,500
5	\$46,756	1.89%	3.00%	4.89%	\$48,113
6	\$47,637	1.85%	3.00%	4.85%	\$49,022
7	\$48,517	1.81%	3.00%	4.81%	\$49,928
8	\$49,395	1.77%	3.00%	4.77%	\$50,832
9	\$50,273	1.73%	3.00%	4.73%	\$51,733
10	\$51,149	1.70%	3.00%	4.70%	\$52,634
11	\$52,023	1.66%	3.00%	4.66%	\$53,532
12	\$52,897	1.62%	3.00%	4.62%	\$54,427
13	\$53,655	1.58%	3.00%	4.58%	\$55,320
14	\$54,412	1.54%	3.00%	4.54%	\$56,093
15	\$55,167	1.51%	3.00%	4.51%	\$56,864
16	\$55,922	1.47%	3.00%	4.47%	\$57,632
17	\$56,676	1.43%	3.00%	4.43%	\$58,399
18	\$58,222	1.39%	3.00%	4.39%	\$59,165
19	\$58,973	1.35%	3.00%	4.35%	\$60,757
20	\$59,722	1.32%	3.00%	4.32%	\$61,518
21	\$60,470	1.28%	3.00%	4.28%	\$62,277
22	\$61,103	1.24%	3.00%	4.24%	\$63,034
23	\$61,737	1.20%	3.00%	4.20%	\$63,671
24	\$62,369	1.16%	3.00%	4.16%	\$64,308
25	\$62,999	1.13%	3.00%	4.13%	\$64,942
26	\$63,629	1.09%	3.00%	4.09%	\$65,575
27	\$64,257	1.05%	3.00%	4.05%	\$66,206
28	\$64,885	1.01%	3.00%	4.01%	\$66,835
29	\$65,513	0.97%	3.00%	3.97%	\$67,464
30	\$66,138	0.94%	3.00%	3.94%	\$68,091
31	\$66,763	0.90%	3.00%	3.90%	\$68,717
32	\$67,505	0.86%	3.00%	3.86%	\$69,340
33	\$68,246	0.82%	3.00%	3.82%	\$70,085
34	\$68,985	0.78%	3.00%	3.78%	\$70,828
35	\$69,724	0.75%	3.00%	3.75%	\$71,569
36	\$70,461	0.71%	3.00%	3.71%	\$72,309
37	\$71,197	0.67%	3.00%	3.67%	\$73,047
38	\$71,931	0.63%	3.00%	3.63%	\$73,783
39	\$72,664	0.59%	3.00%	3.59%	\$74,516
40	\$73,397	0.56%	3.00%	3.56%	\$75,248

**Appendix
B
(Cont'd)**

Guidelines for Deacons
Master's Degree

Years of Service under call	Base Salary from 2020	Experience factor	Inflation factor	Combined % increase	Recommended Salary 2022
1	\$49,298				
2	\$50,027	2.00%	3.00%	5.00%	\$51,763
3	\$51,008	1.96%	3.00%	4.96%	\$52,509
4	\$52,558	1.92%	3.00%	4.92%	\$53,520
5	\$53,569	1.89%	3.00%	4.89%	\$55,126
6	\$54,579	1.85%	3.00%	4.85%	\$56,166
7	\$55,587	1.81%	3.00%	4.81%	\$57,204
8	\$56,594	1.77%	3.00%	4.77%	\$58,240
9	\$57,599	1.73%	3.00%	4.73%	\$59,273
10	\$58,603	1.70%	3.00%	4.70%	\$60,304
11	\$59,605	1.66%	3.00%	4.66%	\$61,332
12	\$60,606	1.62%	3.00%	4.62%	\$62,358
13	\$61,474	1.58%	3.00%	4.58%	\$63,383
14	\$62,341	1.54%	3.00%	4.54%	\$64,268
15	\$63,208	1.51%	3.00%	4.51%	\$65,150
16	\$64,072	1.47%	3.00%	4.47%	\$66,032
17	\$64,935	1.43%	3.00%	4.43%	\$66,910
18	\$65,797	1.39%	3.00%	4.39%	\$67,787
19	\$66,657	1.35%	3.00%	4.35%	\$68,662
20	\$67,516	1.32%	3.00%	4.32%	\$69,534
21	\$68,375	1.28%	3.00%	4.28%	\$70,405
22	\$69,231	1.24%	3.00%	4.24%	\$71,274
23	\$69,956	1.20%	3.00%	4.20%	\$72,140
24	\$70,681	1.16%	3.00%	4.16%	\$72,869
25	\$71,405	1.13%	3.00%	4.13%	\$73,597
26	\$72,126	1.09%	3.00%	4.09%	\$74,324
27	\$72,848	1.05%	3.00%	4.05%	\$75,047
28	\$73,567	1.01%	3.00%	4.01%	\$75,770
29	\$74,286	0.97%	3.00%	3.97%	\$76,490
30	\$75,003	0.94%	3.00%	3.94%	\$77,210
31	\$75,720	0.90%	3.00%	3.90%	\$77,927
32	\$76,436	0.86%	3.00%	3.86%	\$78,643
33	\$77,021	0.82%	3.00%	3.82%	\$79,357
34	\$77,606	0.78%	3.00%	3.78%	\$79,935
35	\$78,189	0.75%	3.00%	3.75%	\$80,513
36	\$78,772	0.71%	3.00%	3.71%	\$81,089
37	\$79,355	0.67%	3.00%	3.67%	\$81,663
38	\$79,935	0.63%	3.00%	3.63%	\$82,237
39	\$80,515	0.59%	3.00%	3.59%	\$82,807
40	\$81,094	0.56%	3.00%	3.56%	\$83,378

APPENDIX C

Resolutions Regarding Housing

The Internal Revenue Service requires congregations and agencies to pass a resolution annually designating a specific amount of compensation to be used toward housing. The amount to be designated should be decided with the ordained minister based on his or her anticipated housing costs

This amount is one of three factors affecting the amount of housing a minister can claim on their taxes.

Draft Language for Church Council Action on Housing Allowance

(This wording may be used to officially describe the Council's action on a housing allowance.)

The _____ Committee advises the church council that under the U.S. income tax laws outlined in the Internal Revenue Code (IRC), enacted by Congress in Title 26 of the United States Code (26 U.S.C.) an ordained minister of the Gospel is not subject to Federal Income Tax on the amount of his or her compensation that the employing church designates in advance as a housing allowance, to the extent that the allowance represents compensation for ministerial services, is used to pay housing expenses, and does not exceed the fair rental value of the home including furnishings and appurtenances such as a garage, plus cost of utilities.

The council, after considering the request of the Rev. _____ to designate an amount of compensation as a housing allowance for the amount expected to be spent to rent or otherwise provide a home during the period _____, 20__ to _____, 20__, and in light of the Federal Income Tax law and of the established salary level, on motion duly made and seconded, voted to adopt the following resolution:

Resolved that the Rev. _____ is to receive a total cash salary of \$_____ for the year 20__, of which \$_____ is hereby designated as *housing allowance* in response to his/her request and acknowledgement. While Rev. _____ is called to serve this congregation (_____) in his/her current position, the above amount of designated housing allowance shall apply to all future years until modified.

Secretary's Signature _____ Date _____

Draft Language for Notification of Housing Allowance by Congregation

(This may be used to officially notify a pastor of the approved housing allowance.)

Date _____

Dear Rev. _____,

This is to advise you that at a meeting of the church council held on _____, your housing allowance for the year _____ was officially designated and fixed in the amount of \$_____. Accordingly, \$_____ of the total compensation payable to you during the year _____ will constitute housing allowance and the balance will constitute "salary" (as interpreted by the U.S. income tax laws outlined in the Internal Revenue Code (IRC), enacted by Congress in Title 26 of the United States Code (26 U.S.C.)).

Secretary's Signature _____

APPENDIX C (continued)

Pastor's Estimate of Housing Expense

(This form may be used to help the pastor determine an estimate of expenses qualifying under the pastor's housing allowance. The form may be but does not have to be given to the congregation council in requesting housing allowance amount.)

To: (Name of Congregation)

From: (Name of Pastor)

Date:

Re: Housing allowance for year extending from _____, 20__ to _____, 20__.

The amounts set forth below are the amounts I expect to spend during the period _____
(as above) to rent or otherwise provide a home for my family and me.

Item

- 1. Rent on leased property.....\$ _____
- 2. Payments on purchase of a home (including down payment, acquisition costs, mortgage payments [principal and interest])..... \$ _____
- 3. Garage rental (if not included above)..... \$ _____
- 4. Real estate taxes.....\$ _____
- 5. Utilities (gas, electricity, water, sewer, oil, trash pickup, telephone, TV Cable/Satellite, Internet) \$ _____
- 6. Insurance (rental, homeowner's, fire, extended coverage, liability, contents, flood) \$ _____
- 7. Repairs and maintenance \$ _____
- 8. Improvements and remodeling \$ _____
- 9. Furnishings and appliances..... \$ _____
- 10. Maintenance items (household cleansers, light bulbs, pest control, etc.)... \$ _____
- 11. Yard maintenance and snow removal. \$ _____
- 12. Other housing expense \$ _____

TOTAL.....\$ _____

Signed _____

Date _____

Appendix D

Basic Housing Allowance by County

In the event that the standard housing allowance on page 5 is not able to be used, the following minimums by county are suggested:

- Cook \$22,200
- DuPage \$24,500
- Kane \$22,300
- Lake \$25,500

APPENDIX E

Guidelines for Sabbatical Leave

It is important for both ordained pastors and the congregation/organization to realize the importance of the pastor's continuing education through workshops, seminary courses, and personal study. Lutheran congregations have long been encouraged to provide time and financial assistance to enable pastors to maintain and improve their knowledge and skills. However, a pastor may periodically benefit from an extended period of time for study, personal growth, and reflection without the responsibilities of regular service – in other words, a sabbatical leave. The Synod Council recommends that congregations and organizations consider sabbatical leave as a “privilege to be granted.”

The following guidelines should assist pastors and congregations/organizations in the contemplation of a sabbatical leave.

1. Ordained pastors and congregations/organizations should consult with the bishop early in the planning.
2. Sabbatical leave is intended for in-depth study on one or two topics directly related to the regular call of the pastor and should include time for personal and familial reflection.
3. Sabbatical leave will normally be for a period of not less than three months, nor more than 12.
4. Pastors with a minimum of seven years in the active ordained ministry and who have served in their current call for five or more years may present proposals for sabbaticals. The proposal should include:
 - a) A rationale for the sabbatical, including personal goals, and potential value for the congregation or organization.
 - b) A detailed outline of the intended courses of study and the use of the time.
 - c) An outline of the financial implications of the sabbatical.
 - d) An indication of the use of vacation time during the sabbatical. In sabbaticals of three to six months, at least half of the period normally granted as annual vacation leave shall be so designated. In proposals for sabbaticals of seven to 12 months, the entire annual vacation shall be included.
5. Proposals for sabbatical leave shall be presented to the governing body of the congregation or organization not less than six months prior to the beginning of the leave.
6. Careful consideration shall be given to all aspects of the proposal and implications for the congregation or organization and the ordained minister.
7. Congregations or organizations may give sabbatical leave as “merit” benefits.
8. Normally, the financial considerations for the sabbatical shall be negotiated by the pastor and the congregation/organization. It is suggested, however, that base salary, housing allowance, and ELCA Pension and Other Benefits Program be maintained at the current budget level, with the pastor assuming responsibilities for all other personal and family expenses.
9. When a sabbatical is granted, a pastor shall normally agree to serve that congregation or organization for a minimum of two years following the return from leave.
10. Realizing the congregation or organization will be without the services of its regularly called pastor during the sabbatical, the pastor and the congregation/organization shall seek the consent of the bishop before finalizing the agreement.
11. Within six weeks of the completion of the sabbatical leave, the pastor shall present to the congregation/organization and to the bishop a detailed reflection on the experiences of the leave.