

2023 COMPENSATION FOR TEMPORARY MINISTRIES

COMPENSATION AND BENEFITS FOR TEMPORARY MINISTRIES

Temporary staff compensation and benefits should be based on the duties and the amount of time spent completing ministry tasks. The interim rostered minister serving a congregation between permanent pastorates should be compensated as agreed upon by the rostered minister and all church councils involved, taking into account the following:

A. Full-time Interim

1. Parish supplies housing for the pastor, spouse, and family.
2. Compensation should be on the basis of the interim minister's number of years of experience according to synod guidelines. Under no condition shall it be less than the minimum guidelines for seminary graduates. Auto allowance should also be paid. Supplemental benefits should also be included.
3. Furthermore, if the parish situation requires concentrated effort above the normal routine, serious consideration should be given to meet the guidelines for a rostered minister of the experience and skills which the interim brings to bear on the problems of the parish. It must be remembered that restorative and creative ministry on the part of the interim rostered minister may be much more difficult and exhausting than regular parish ministry.
4. Interim calls are issued by the synod council in consultation with a local site.

B. Part-time Interim (20 hours or less per week)

Compensation will be proportionate to the base salary, benefits and auto allowance of a full-time interim rostered minister. Interim calls are issued by the synod council. In no instance shall the minimum hourly wage fall below \$30 per hour inclusive of travel and preparation time plus mileage at the current IRS rate.

C. Supply Ministry

Compensation should include preparation time, travel time, and mileage for worship services, Bible studies, confirmation, visitation, and funeral planning. It is courteous to have a check on hand to reimburse one-time supply ministers immediately. When supply is provided for multiple weeks or on an ongoing basis, payment arrangements may be agreed upon by the congregation and the supply minister.

In the event that weather or some other issue requires the cancelation of a worship service, the supply minister must be notified as soon as possible. The supply minister shall be paid \$100 for preparation time. No mileage shall be paid, unless the minister was already traveling to the congregation before being notified of the cancelation. Only the round-trip mileage actually traveled will be paid to the supply minister in this case.

D. Weekly Worship

Single Service -\$150; each additional service - \$40 (This increases to \$175 for single service and \$50 for each additional service beginning January 1, 2024)

If a class is taught - \$40 additional

Communion presider only - \$30 per service.

Total mileage should be paid at the IRS approved rate.

E. Other Services (weddings, funerals, etc.)

\$120 per service, plus mileage at the IRS approved rate, paid by the congregation. (This would be in addition to any honorarium the pastor might receive from the family members.)