

***Alternative Base Salary Proposal for
Pastors in 2010 Synod Guidelines***

<u>YEARS OF ORDAINED SERVICE</u>		<u>YEARS OF ORDAINED SERVICE</u>	
0	\$ 29,000	16	37,000
1	29,500	17	37,500
2	30,000	18	38,000
3	30,500	19	38,500
4	31,000	20	39,100
5	31,500	21	39,600
6	32,000	22	40,100
7	32,500	23	40,600
8	33,000	24	41,100
9	33,500	25	41,600
10	34,000	26	42,100
11	34,500	27	42,600
12	35,000	28	43,100
13	35,500	29	43,600
14	36,000	30	44,100
15	36,500	31	44,600

These alternative clergy base salary guidelines are **proposed by the Compensation Guidelines Review Team** (Dorothy Harstad, Pr. Laurie Natwick, Hans Ronnevik, Pr. Randy Whitehead, and Bp. Larry Wohlrabe) **and recommended by the synod executive committee**, to give the synod assembly an opportunity to address ways that our synod guidelines have fallen behind (a) the rate of inflation over the last ten years and (b) the compensation guidelines of most of our neighboring synods. For documentation of these two factors, please see the information on the reverse side of this sheet.

Synod Council Recommendation: _____

NW MN Synod Compensation Guidelines, 1999-2009
Analysis of the Base Salary Figures for Pastors
With Attention to the Effect of Inflation, 1999-2009

Yrs of ordained experience	1999 Guidelines	2009 Guidelines	1999 figures adjusted for inflation (1999-2009)	Difference
0	23,000	28,000	29,294.35	1,294.35
10	28,000	33,000	35,662.69	2,662.69
20	33,000	38,000	42,031.03	4,031.03
30	37,500	43,100	47,762.53	4,662.53

SOURCES

- 1999 synod guidelines
- 2009 synod guidelines
- Inflation calculator at <http://data.bls.gov/cgi-bin/cpicalc.pl>

Analysis of the Base Salary Figures for Pastors
With Comparisons to Base Salary Figures From Neighboring Synods, 2009

<i>Yrs of ordained experience</i>	<i>NWMN Synod</i>	<i>Eastern ND Synod¹</i>	<i>South Dakota Synod</i>	<i>SW MN Synod</i>	<i>NE MN Synod</i>
<i>0</i>	<i>28,000</i>	<i>27,500</i>	<i>29,907</i>	<i>31,600</i>	<i>30,089</i>
<i>10</i>	<i>33,000</i>	<i>32,500</i>	<i>35,643</i>	<i>38,350</i>	<i>36,354</i>
<i>20</i>	<i>38,000</i>	<i>37,500</i>	<i>39,899</i>	<i>43,700</i>	<i>42,608</i>
<i>30</i>	<i>43,100</i>	<i>42,500</i>	<i>42,368</i>	<i>48,100</i>	<i>48,795</i>

¹ These figures are taken from the Eastern North Dakota Synod’s “EZ Alternative” way of figuring base salaries. This synod also offers a more complex, nuanced and higher-salary approach to determining base salaries based on various factors.