

Northern Illinois District Guide for Purchase of Part time Pastoral Services

I Payment by Function

Preaching	\$125 for one service minimum, \$35 for each additional service
Teaching Confirmation	\$40-60 per session (class size might be a factor)
Hospital call	\$35 per visit
Home visit	\$35 per visit
Attending meetings	\$40-60 per meeting (depending on responsibilities)

These are only minimums. It is not unusual to receive \$200 for preaching three services in a weekend for example. Figures do not include mileage. Travel expenses should be added at current IRS.

If preaching includes planning the worship service, that should be taken into account and compensated also.

II Payment by percentage of salary

Another approach to part-time service is percentage of pastoral salary. Vacancies sometimes are compensated in this way.

Based on an assumption of a 50-55 hour week, and assuming a basic pay scale for congregations that have a scale.

25 hours a week would be 50% of a basic salary (e.g. in that situation mileage is on a IRS scale; no car replacement or such)

- § Disability and pension must be paid for work over 20 hours per week - CDSP (1.2% - 2.25%)
- § CRP Retirement must be paid for work over 20 hours per week. Church's Plan (8.7% - Regular/Basic), 11.7% full Basic). Alternate packages two and three – 7.5% Regular Basic or 10.5% Full Basic
- § Payment of a portion of Concordia Health Plan is appropriate. (At 20 hours, 25 or 30 hours if the congregation adopts a policy stating the limit that applies to all the workers in the parish).
- § CHP for 2016 is:

<u>Option B</u>	<u>Option HDHP</u>	<u>Option – Choice 2000</u>
\$976. worker	\$703 - worker	\$698 - worker
\$1,961 - worker and spouse	\$1,413 - worker and spouse	\$1,403 - worker & spouse
\$2,616 worker/spouse/family	\$1,885 - worker/spouse/family	\$1,870 worker/spouse/family

(Rates are by Zip Code - For other plan options refer to CHP website: www.concordiaplans.org)

III Payment by hourly rate

Per Concordia Plan Services in 2015, the average total salary of 199 pastors in the NID was \$68,204. Based on a 50 hour week, the average hourly rate would be \$32.69 to \$39.47 per hour which includes worker benefit costs that would be paid by the worker.